



New York State Department of Labor

Apprentice Training Program Registration Agreement

Revision Rate Change
(nature of change)

State Use Only
AT sponsor no. 22142
ATP code 18514
Effective date of AT program 8/1/1994

- Name of sponsor: Eastern NY Laborers Training Center
- Mailing address: 866 Wemple Road Glenmont New York 12077 Albany
(number & street) (city) (state) (zip code) (county)
- Actual address: same
(number & street) (city) (state) (zip code) (county)
- Telephone no.: 518-426-0390
(telephone #) (ext. #) 518-426-0291 (fax #)
- Trade/Occupation: Skilled Construction Craft Laborer
- No. employees: 1100 No. apprentices: 9 No. journeyworkers: 1100 7. Ratio: 1:1, 1:3 (non-standard)
- ISC code: 1611 9. DOT code: 889.483.580 10. Length of program: 24 months
- Apprentice probationary period: 6 months 12. Work process: Standard or Revised
- Minimum journeyworker rate: \$28.79 Heavy Highway per 14. Effective date of wages: July 1, 2015
- Apprentice wage progression for each period - in months (M) or hours (H)

1	2	3	4	5	6	7	8	9	10
M <input type="checkbox"/> H <input checked="" type="checkbox"/>	M <input type="checkbox"/> H <input checked="" type="checkbox"/>	M <input type="checkbox"/> H <input checked="" type="checkbox"/>	M <input type="checkbox"/> H <input checked="" type="checkbox"/>	M <input type="checkbox"/> H <input type="checkbox"/>	M <input type="checkbox"/> H <input type="checkbox"/>	M <input type="checkbox"/> H <input type="checkbox"/>	M <input type="checkbox"/> H <input type="checkbox"/>	M <input type="checkbox"/> H <input type="checkbox"/>	M <input type="checkbox"/> H <input type="checkbox"/>
0-1000	1001-2000	2001-3000	3001-4000						
65%	70%	80%	80%						

- The sponsor agrees to comply with the provisions on this side and on the reverse side of this agreement.
- Signature of official sponsor representative: Anthony M. Crisorio Date: 2/9/16

Signature of union representative: [Signature] Date: 6/9/16

Print name and title: Anthony M. Crisorio Apprentice Coordinator Print name, title, and union name: Anthony Fresina Business Manager Laborers' Local Union 196
- Signature New York State Department of Labor Date: 1/1

PROVISIONS FOR AGREEMENTS

1. The Sponsor agrees that apprentices shall be hired without any direct or indirect limitation, specification or discrimination as to race, color, religion, national origin, sex, disability, marital status, age, arrest record, or veteran status.
2. If the Sponsor grants advance credit or standing for previously acquired experience or training, the Sponsor agrees to apply the same evaluation method uniformly for all apprentices.
3. The Sponsor agrees to post, in a conspicuous place, a copy of the Regulation (600.12) dealing with the Equal Employment Opportunity complaint procedure, and to bring its provisions to the attention of all apprentices.
4. The Sponsor agrees to follow and comply with the approved Work Process, the Equal Employment Opportunity in Apprenticeship Training Part 600 Regulations, and the Regulations Governing the Registration of Apprenticeship Programs and Agreements, Part 601.
5. The Sponsor agrees to provide competent supervision of worksite training and adequate facilities to train apprentices.
6. The Sponsor agrees to instruct apprentices in safe and healthful work practices and agrees to insure that training is provided in facilities and other environments that are in compliance with the safety and health standards promulgated by the Secretary of Labor under Public Law 91-598, and the Public Employees Safety and Health Act of the New York State Labor Law Article 2; Section 27-A.
7. The Sponsor agrees to evaluate the progress of all apprentices at least every six months, including job performance.
8. The Sponsor agrees to pay all apprentices a progressively increasing scale of wages as indicated on the front side of this form.
9. The Sponsor agrees to pay no less than the minimum Journeyworker rate to each apprentice who completes the apprentice program and becomes eligible to receive a state Certificate of Completion.
10. The Sponsor recognizes that prevailing wage rates for Public Work projects are set by designated government agencies and the wages listed in this program do not supersede or replace the wage rates set by those agencies.
11. The Sponsor agrees that the Department of Labor may recognize successful completions of apprenticeships by awarding State Certifications of Completion and agrees to accept presentation of the certificate as documentation of Journeyworker status.
12. The Sponsor agrees to maintain records for each apprentice including but not limited to: job assignments, promotion, demotion, lay-offs, terminations, rates of pay, progress in training as outlined on the Work Processes, any other records pertinent to a determination of compliance with Article 23 of the Labor Law and in compliance with Regulation 601.12.
13. The Sponsor agrees to promptly record, maintain and submit to the Department of Labor all records concerning apprenticeship as may be required by the Department of Labor.
14. The Sponsor agrees that all program modifications, revisions or reports will be submitted to the Department of Labor within 30 calendar days of such program change or the report request.
15. The Sponsor agrees to promptly notify the Department of Labor of all apprentices who have successfully completed an apprenticeship program.
16. The Sponsor agrees not to subvert the program by hiring workers as helpers, shophands, or other titles and assigning to them work generally performed by apprentices.
17. The Sponsor recognizes that, if it is without an apprentice for a period of twelve months, that the program will be deemed deregistered by its Sponsor.
18. The Sponsor agrees to comply with, and hold all signatories to, the standards in this Apprenticeship Training Program Registration Agreement.
19. The Sponsor agrees to ensure that each of their apprentices will maintain a record that documents task rotation and the skills acquired through the program in a format that is approved by the Department of Labor. The apprentice's Blue Book is considered an acceptable format.

Jun. 8. 2016 12:11PM

No. 1228 P. 1



APPENDIX A

SKILLED CONSTRUCTION CRAFT LABORER (Time-Based)

D.O.T. Code 869,463-580
O*NET Code 47-2061.00

A Skilled Construction Craft Laborer (SCCL) uses many different pieces of equipment and tools on a wide variety of jobs in the construction industry. SCCLs work in virtually all sectors of the industry: Building Construction, Heavy/Highway and Utility Construction, Mason and Plaster Tending, Demolition and Deconstruction, Pipeline, Tunneling, Environmental Remediation, and Landscaping.

Often, SCCLs find themselves working on numerous jobsites in different industry sectors throughout their apprenticeship and in their careers as journeymen. An apprentice may spend three months on a concrete crew working on a new high-rise office building; then go to work on a multi-lane highway project assisting in raking, placing and compacting asphalt; then spend a few months on an asbestos abatement project.

Some SCCLs, on the other hand, especially in larger metropolitan areas, spend their entire careers in one industry "concentration." Many SCCLs obtain career-long employment building scaffolding, mixing mortar, and tending masons for masonry contractors.

Nothing in this outline shall be construed as authorization or intent to produce a skilled worker for any trade other than the Skilled Construction Craft Laborer.

This training outline is the current standard for Work Processes and Related Instruction. Changes in technology, regulations, and safety/health issues may result in the need for additional on-the-job or classroom-type learning.

Jun. 8. 2016 12:11PM

No. 1228 P. 2

WORK PROCESSES

All apprentices must complete the following Core Work Skills Processes:

Core Work Skills 2,000 Hours

	<u>Approximate Hours</u>
A. Site preparation, cleanup and security	400
B. Use and understand basic blueprint symbols and views	25
C. Recognize, secure and maintain job site safety	500
D. Identify and work safely around potential or identified environmental hazards	25
E. Erect, dismantle, maintain and work from scaffolds or lifts	100
F. Operate and maintain trade-related equipment, hand and power tools	425
G. Identify, estimate, move, supply, stock, and store materials	500
H. Use appropriate hand signals	25

Concentrations

Each apprentice must complete anywhere from 1 – 8 of the following concentrations. Selection of which concentration(s) will be completed is at the sponsor's option depending upon their particular needs.

<u>Number of Concentration(s) Selected</u>	<u>Hours per Concentration</u>
1	2,000
2	1,000
3	667
4	500
5	400
6	334
7	286
8	250

(Please note: Any apprentice choosing more than six Concentrations will need to use either a Blue Book which provides space for On-the-Job Training (OJT) in every Concentration chosen, or an Apprenticeship Training Central Office Approved Alternate Method of Recordkeeping. Your ATR can assist you in obtaining either of these documents.)

Jun. 8. 2016 12:11PM

No. 1228 P. 3

I. Building Construction

The following list of tasks is performed in connection with new building construction or maintenance of existing buildings. It includes many typical Laborer job duties, but is not meant to be all-inclusive. The specific tasks that will be completed are at the option of the sponsor.

1. Mixing, placement and vibration of concrete. Removing and cleaning forms. Curing of concrete.
2. Pipelaying for any utility piping.
3. Hoisting trade-related materials and tools, using such equipment as slings, well wheel-pulleys, chain falls. Rigging of cranes from the "hook down".
4. Cutting and burning (where appropriate).
5. Traffic control/flagging. (*not to exceed 200 hours*)
6. Trenching and excavating (excluding operation of heavy equipment).
7. Assisting with grade setting/checking.
8. Clearing, bucking and falling.
9. Site preparation/cleanup and security (excluding operation of heavy equipment).
10. Assisting with laying out and staking.
11. Erecting, dismantling and maintaining scaffold.
12. Identifying, inspecting, using and maintaining all tools specific to this concentration.
13. Installing erosion control systems (excluding operation of heavy equipment).
14. Loading materials for transport; transporting and stocking materials.
15. Operating aerial lift.

J. Heavy/Highway and Utility Construction

The following tasks are performed in association with the construction of infrastructure such as roads, railroads, bridges, docks, locks, dams and utility installation. It includes many typical Laborer job duties, but is not meant to be all-inclusive. The specific tasks that will be completed are at the option of the sponsor.

1. Mixing, placing, vibrating concrete. Removing and cleaning forms. Curing concrete.
2. Cutting and coring concrete (where appropriate).
3. Pipelaying for any utility piping.

Jun. 8. 2016 12:11PM

No. 1228 P. 4

4. Hoisting trade-related materials and tools using such equipment as slings, well wheel pulleys, chain falls. Rigging of cranes from the "hook down".
5. Traffic control/flagging (*not to exceed 200 hours*).
6. Trenching and excavating (excluding operation of heavy equipment).
7. Assisting with grade setting/checking.
8. Assisting with laying out and staking.
9. Site preparation/cleanup and security (excluding operation of heavy equipment).
10. Drilling, using air-track drill or Jackhammer.
11. Preparing base, raking, placing, and compacting asphalt using appropriate tools and equipment (excluding operation of heavy equipment).
12. Building railroad beds and all related bridges and tunnels; installing tracks (excluding operation of heavy equipment).
13. Erecting, dismantling and maintaining scaffold.
14. Identifying, inspecting, using and maintaining all tools specific to this concentration.
15. Installing erosion control systems (excluding operation of heavy equipment).
16. Loading materials for transport; transporting and stocking materials.
17. Operating aerial lift.
18. Site/roadside remediation (excluding operation of heavy equipment).

K. Masonry Tending

The following tasks are performed to assist masons with such work as new construction, renovation and refractory. It includes many typical Laborer job duties, but it is not meant to be all-inclusive. The specific tasks that will be completed are at the option of the sponsor.

1. Erecting/dismantling and maintaining scaffold.
2. Estimating, stocking and maintaining supply areas.
3. Identifying, inspecting, using and maintaining tools specific to this concentration.
4. Loading materials for transport; transporting and stocking materials.
5. Operating aerial lift.
6. Mason tending/ Plasterer tending:
 - a. Bracing walls.
 - b. Mixing mortar or plaster, including colored versions.
 - c. Estimating and stocking masonry units.

Jun. 8. 2016 12:11PM

No. 1228 P. 5

- d. Cutting masonry units.
- e. Supplying, stocking and dispensing mortar, plaster, block/brick, reinforcing materials, other trade-related materials.
- f. Operating and maintaining plaster or grout pump.
- g. Layout and cleaning of plaster or grout pump.
- h. Fireproofing Operations (If in keeping with area practice).
- i. Tending application of exterior insulation finish systems, such as Dryvit system.
- j. Tending interior plaster restoration operations.
- 7. Cleaning masonry walls, using scaffold/personnel lift, bucket, hose (if in keeping with area practice). Removing algae stains and efflorescence from masonry walls.

L. Demolition and Deconstruction

The following list of tasks are performed in connection with the demolition or deconstruction of buildings and other structures. It includes many typical Laborer job duties; but is not meant to be all-inclusive. The specific tasks that will be completed are at the option of the sponsor.

- 1. Identifying and working safely around potential environmental hazards.
- 2. Erecting/dismantling and maintaining scaffold.
- 3. Cutting and burning (where appropriate).
- 4. Hoisting trade-related materials and tools using such equipment as slings, well wheel pulleys, chain falls. Rigging of cranes from the "hook down".
- 5. Trenching and excavating (excluding operation of heavy equipment).
- 6. Operating aerial lift.
- 7. Site preparation/cleanup and security (excluding operation of heavy equipment).
- 8. Identifying, inspecting, using and maintaining all tools specific to this concentration.
- 9. Conducting fire watch (excluding mechanical heaters).
- 10. Cutting concrete using such equipment as saws, high-pressure water jet, or burning wand, where appropriate.
- 11. Handling and managing demolition debris (recycling, reuse, disposal). Palletizing and tagging for reuse.

M. Pipeline

The following list of tasks are performed in connection with the construction and maintenance of pipelines for the transmission and distribution of gas.

Jun. 8. 2016 12:11PM

No. 1220 P. 6

oil, and other materials. It includes many typical Laborer job duties, but is not meant to be all-inclusive. The specific tasks that will be completed are at the option of the sponsor.

1. Hoisting trade-related materials and tools using such equipment as slings, well wheel pulleys, chain falls. Rigging of cranes from the "hook down."
2. Trenching and excavating (excluding operation of heavy equipment).
3. Site preparation/cleanup and security (excluding operation of heavy equipment).
4. Identifying, inspecting, using and maintaining all tools specific to this concentration.
5. Assisting with grade setting/checking.
6. Assisting with laying out and staking.
7. Clearing and maintaining right-of-way (excluding operation of heavy equipment).
8. Locating underground utilities by reading plans and specifications, using metal scope, potholing (daylighting).
9. Laying out/erecting/maintaining/dismantling temporary protective fencing.
10. Loading and unloading pipe.
11. Filling and placing sandbags manually.
12. Loading, unloading and placing skids (wooden beams on which piping will sit).
13. Installing erosion control systems (excluding operation of heavy equipment).
14. Preparing pipe surface by cleaning with rag, wire brush, wire wheel, or sandblasting using regular compressor.
15. Applying pipe coating using appropriate methods.
16. Inspecting pipe visually and using a "holiday" detector.
17. Patching pipe.
18. Installing pipe coating protection, using appropriate methods.
19. Preventing pipe corrosion by attaching cathodic protection.
20. Assisting operators or techs with "pigging" pipe.
21. Remediating right-of-way (excluding operation of heavy equipment).

N. Tunneling

The following list of tasks may be performed in connection with all work underground or in compression chambers, including tending of the outer air lock. It includes many typical Laborer job duties, but is not meant to be all-inclusive. The specific tasks that will be completed are at the option of the sponsor.

Jun. 8. 2016 12:12PM

No. 1228 P. 7

1. Drilling using air tracks, jack legs, jack hammers.
Assisting with operation of tunnel boring machines.
2. Identifying, inspecting, using and maintaining all tools specific to the concentration.
3. Hoisting trade-related materials and tools using such equipment as slings, well wheel pulleys, chain falls. Rigging of cranes from the "hook down".
4. Operating and maintaining concrete pump.
5. Installing services such as: track laying, conveyors, vents, water, compressed air pipes, etc..
6. Installing tunnel supports (steel ribs, mesh, rock bolts) manually, including drilling and tying mesh.
7. Grouting shaft and tunnel, using grout pumps, where appropriate.
8. Applying shotcrete/gunite (if in keeping with area practice).
9. Cutting and burning (where appropriate).

O. Environmental Remediation

The following list of tasks is performed in connection with the remediation of areas, buildings and materials contaminated with chemical, biological and physical hazards. It includes many typical Laborer job duties, but is not meant to be all-inclusive. The specific tasks that will be completed are at the option of the sponsor.

1. Abating asbestos.
2. Remediating hazardous waste.
3. Abating lead.
4. Remediating microbial contamination including: mold, fungi, bacteria.
5. Performing radiation protection and handling radioactive materials; including screening off appropriate areas, decontaminating, abating, and moving of materials.
6. Assisting in restoration of water/fire-damaged structures.
(Asbestos, lead, and hazardous waste awareness should be prerequisites).
7. Erecting/dismantling and maintaining scaffold.
8. Identifying, inspecting, using and maintaining all tools specific to this concentration.
9. Operating aerial lift.

Jun. 8. 2016 12:12PM

No. 1228 P. 8

P. Landscaping

The following list of tasks is performed in connection with landscape work in commercial applications. It includes many typical Laborer duties, but is not meant to be all-inclusive. The specific tasks that will be completed are at the option of the sponsor.

1. Trimming and pruning hedges, trees and shrubs.
2. Seeding and sodding lawns.
3. Installing irrigation systems.
4. Installing or working with other trades to install retaining walls (excluding wooden forms).
5. Applying fertilizers and pesticides, both those used traditionally and newer alternative "green" products.
6. Planting and maintaining flowers and ground covers.
7. Installing, or working with other trades to install all kinds of fences. Installing and maintaining planters. Constructing, maintaining, and installing playgrounds, and fountains. Assisting in the installation of gazebos.
8. Maintaining and repairing small gas engines.
9. Identifying, inspecting, using and maintaining all tools specific to this concentration.
10. Controlling traffic/flagging (*not to exceed 200 hours*).
11. Operating landscape equipment related to the occupation, such as: power buggies, seed spreaders, hydroseeders (excluding driving). (Excluding operation of heavy equipment).

TOTAL HOURS 4,000

(Core Skills: 2,000 hours + Concentration(s): 2,000 hours = minimum of 4,000 hours)

Apprenticeship work processes are applicable only to training curricula for apprentices in approved programs. Apprenticeship work processes have no impact on classification determinations under Article 8 or 9 of the Labor Law. For guidance regarding classification for purposes of Article 8 or 9 of the Labor Law, please refer to <http://www.labor.state.nv.us/workerprotection/publicwork/PDFs/Article8FAQS.pdf>.

Jun. 8. 2016 12:12PM

No. 1228 P. 9

APPENDIX B

SKILLED CONSTRUCTION CRAFT LABORER

RELATED INSTRUCTION

CORE SKILLS

Each apprentice must complete all 175 hours of the Core Skill Related Instruction

- OSHA 10-hour Construction Safety and Health
- Hazard Communication/Right-to-Know
- Fall Protection
- Scaffold User
- Confined Space Awareness
- First Aid/CPR – minimum 6.5 hours every 3 years
- Craft Orientation
 - Introduction to the General Construction Industry (if available)
 - Building a Career as a Laborer (if available)
 - Good Work Habits
 - Productivity
 - Growth Areas In Construction Employment (if available)
- General Laborer Skills:
 - Work and Role of a Laborer (if available)
 - Jobsite Safety
 - Measurement
 - Basic Construction Math
 - Safe Hand and Power Tool Operation
 - Identification and Handling of Materials
- Blueprint Reading
 - Basics of Reading and Interpreting
 - Symbols
 - Line Conventions
 - Views
- Signaling methods: hand, traffic, flagging
- Sexual Harassment Prevention Training – minimum 3 hours

Minimum Total Hours 175

Jun. 8. 2016 12:12PM

No. 1228 P. 10

CONCENTRATIONS

Each apprentice must complete a total of 125 hours of Related Instruction for all of his/her concentrations combined.

Building Construction Concentration

Sponsor may choose from the topics below. Choices should match the work the apprentice is doing on the job as much as possible.

- Scaffold Builder
- Aerial Lift
- Hoisting and Rigging
- Fire Watch
- Cutting and Burning
- Concrete
- Pipe Laying
- Line and Grade

Heavy/Highway and Utility Construction Concentration

Sponsor may choose from the topics below. Choices should match the work the apprentice is doing on the job as much as possible.

- Aerial Lift
- Hoisting and Rigging
- Concrete
- Pipe Laying
- Line and Grade
- Asphalt
- Traffic Control
- Drilling
- Scaffold Builder

Masonry Tending Concentration

Sponsor may choose from the topics below. Choices should match the work the apprentice is doing on the job as much as possible.

- Scaffold Builder
- Aerial Lift
- Mason/Bricklayer/Plasterer Tending

Jun. 8. 2016 12:12PM

No. 1228 P. 11

Demolition and Deconstruction Concentration

Sponsor may choose from the topics below. Choices should match the work the apprentice is doing on the job as much as possible.

- Scaffold Builder
- Aerial Lift
- Hoisting and Rigging
- Demolition/Deconstruction
- Fire Watch
- Cutting and Burning

Pipeline Concentration

Sponsor may choose from the topics below. Choices should match the work the apprentice is doing on the job as much as possible.

- Hoisting and Rigging
- Line and Grade
- Pipeline

Tunnelling Concentration

Sponsor may choose from the topics below. Choices should match the work the apprentice is doing on the job as much as possible.

- Hoisting and Rigging
- Fire Watch
- Cutting and Burning
- Shotcrete
- Tunnel Worker
- Drilling

Environmental Remediation Concentration

Sponsor may choose from the topics below. Choices should match the work the apprentice is doing on the job as much as possible.

- Aerial Lift
- Asbestos Worker – successful completion of a course approved by the New York State Department of Health for “Asbestos Handler (Worker)” and obtaining, and keeping current, an “Asbestos Handler (Worker)” Certificate from the New York State Department of Labor
- HAZWOPER – 40-hour Certification and successful completion of annual refresher course
- Microbial Remediation
- Lead Abatement Worker – 16 hours – approved by the United States Environmental Protection Agency (EPA)

Jun. 8. 2016 12:12PM

No. 1228 P. 12

Landscaping Concentration

Sponsor may choose from the topics below. Choices should match the work the apprentice is doing on the job as much as possible.

- Landscaping
- Landscape Equipment Operation
- Brick Paver Installation (if in keeping with area practice)
- Retaining Wall Installation
- Irrigation Installation