

STANDARDS OF APPRENTICESHIP

FOR



FOR THE OCCUPATIONS OF:

<u>Occupation</u>	<u>DOT Code</u>
Glass cutting machine operator (Off-Line)	677-562-010
Maintenance Industrial Electrician	829.261-018
Maintenance Industrial Mechanic	638.281-014

Program Number:

APPROVED AND REGISTERED BY THE
APPRENTICESHIP AND TRAINING BUREAU
NORTH CAROLINA DEPARTMENT OF LABOR

Effective Date of Program

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Program Standards

1.1. Definitions

- 1.1.1. Sponsor – Pilkington; Highway 74E; Laurinburg North Carolina 28352
- 1.1.2. Apprentice - a person training to learn a skilled trade as an employee of the sponsor of the apprenticeship program described by the Standards of Apprenticeship.
- 1.1.3. Apprenticeship Agreement - the written and signed training agreement between the sponsor and an apprentice that is submitted for approval to the registration agency.
- 1.1.4. Collective Bargaining Agreement - Negotiated document agreed upon by management and labor for the operation of this program. These Standards cannot supercede the collective bargaining agreement.
- 1.1.5. Director - the Director of the Apprenticeship Division, North Carolina Department of Labor.
- 1.1.6. Joint Apprenticeship Committee - The Joint Apprenticeship Committee (hereinafter called the Committee) shall be composed of an equal number of representatives appointed by the Union and by employers (sponsor) signatory to a collective bargaining agreement. The Committee shall be responsible for the administration and operation of the local apprenticeship program. It also shall be responsible for maintaining adequate records on all apprentices showing their progress in related instruction subjects and on the job training and any other records that may be required by the registration agency and other applicable laws.
- 1.1.7. Journeyman - a skilled worker who is qualified by experience and training to undertake the tasks necessary for employment by the sponsor in the trades covered by this training program.
- 1.1.8. On-the-Job Training (OJT). For the purposes of these standards, there are two types of OJT:
 - 1.1.8.(1) Phase I OJT is “Hours-Based” and occurs during the first two years of the apprentice’s career. The “syllabus” rotates the apprentice through the entire plant so that he/she may partake in every aspect of glass manufacture. It is less concerned with task competency than full exposure to all processes. It ensures that the apprentice achieves a certain minimum number of OJT hours on specific equipment throughout the plant..
 - 1.1.8.(2) Phase II OJT is competency based and occurs after the first two years of the apprentice’s career. While minimum hourly requirements for specific tasks are listed, the primary focus is how well the apprentice can perform the tasks. Positive completion of each OJT area will require certification by the appropriate “Designated Journeyman” for each task listed.
- 1.1.9. Designated Journeyman – a skilled worker qualified by experience and training to proficiently execute specific tasks within the trade and designated by the Committee as competent/qualified to train/evaluate apprentice skills. Used interchangeably with “Designated Trainer”
- 1.1.10. Registration Agency - the North Carolina Department of Labor, Apprenticeship Division, 4 West Edenton Street, Raleigh, North Carolina 27601.

- 1.1.11. Related Instruction is academic/classroom instruction and may be divided into two categories – regardless of location facilitated.
- 1.1.11.(1)Curriculum. This instruction includes any and all classroom training/learning facilitated by a recognized institution of learning that is part of that institution’s normal curriculum. CIS 110 *Introduction to Computers* (community college) is an example.
- 1.1.11.(2)Company/Process Specific. This instruction includes classroom training specific to Pilkington processes or requirements. It may be facilitated by a recognized institution of learning (Richmond Community College) but is not part of that institution’s normal curriculum. Examples include classes on Pilkington Safety Policy or Richmond Community College Focused Industrial Training (FIT) on Glass Manufacturing.
- 1.1.12. Standards of Apprenticeship - the written document which describes the operation of the sponsor's apprenticeship program, which also includes a Schedule of Work Processes, a Schedule of Related Instruction, and a Schedule of Wages.
- 1.1.13. Supervisor of Apprentices - the person designated by the sponsor to administer the apprenticeship training program described in the Standards of Apprenticeship.
- 1.1.14. Union - shall mean the duly authorized representative of the workers.

1.2. Statement of Purpose

Sponsor may train apprentices under the provisions of these Standards of Apprenticeship, which have been voluntarily submitted to the registration agency for approval.

These standards of apprenticeship have as their broad purpose the establishment and maintenance of high standards of workmanship and the development of knowledge by the apprentice of the technical and theoretical aspects of equipment maintenance and glass manufacturing.

The art of glass manufacturing crosses requires advanced skills in a plethora of areas. Thus, all apprentices will follow the same initial training track to ensure exposure to all aspects of glass manufacture. A glassmaker, who received training as a cutter, understands first hand the difficulty of cutting glass improperly annealed. The maintenance man, who worked as a Glassmaker, understands the difficulty of maintaining furnace parameters with faulty equipment. Understanding the total process and its demands, is the first step in total teamwork and process improvement.

In view of the desire of the employer to obtain the maximum of highly skilled service, it is essential that the apprentices be broadly trained in all of the technical and craft skills of their work. In addition to mastering the technique to perform all of the work of their craft, they must exercise care in observing safety regulations relating to their own safety and the safety of other employees. This end is to be attained by providing each apprentice with units of instruction designed to provide an apprentice with the on-the-job and classroom training necessary to qualify the apprentice at the conclusion of such training, to meet the requirements of the crafts.

The highly skilled Maintenance Mechanic and Maintenance Electrician (Electrician, Instrument Mechanic) must be capable of understanding the theory underlying the work they are called upon to do, the properties of the materials they are using and knowledge of the laws and regulations applicable to their work. Likewise, glass manufacturing technicians must also be capable of understanding the theory underlying the process and work they are called upon to do, the properties of the materials they are using and knowledge of the laws and regulations applicable to their work. All should be capable of advancing, in time, to positions requiring leadership and responsibility.

2. Program Operation

2.1. Minimum Qualifications.

2.1.1. All apprentices must:

2.1.1.(1) not be fully trained or qualified in the trade or occupation for which they wish to be trained,

2.1.1.(2) be physically able to perform the work of the trade,

2.1.1.(3) be a legal resident of the United States.

2.1.2. Additionally, youth apprentices must:

2.1.2.(1) be currently enrolled in High School (rising Junior or Senior) and be recommended by their High School Career Counselor or equivalent, and

2.1.2.(2) be at least 16 years old,

2.1.3. Additionally, adult Apprentices must

2.1.3.(1) be current permanent employees of Pilkington, and

2.1.3.(2) have completed or graduated from high school, or have passed an equivalency examination, unless a waiver is granted by the director, and

2.1.3.(3) notwithstanding provisions of paragraph 2.5.2.(1), be academically prepared to take the college level related instruction as listed in Appendix D.

2.2. Selection Procedure.

2.2.1. Notices for youth apprenticeship vacancies will be available to all rising juniors at applicable High Schools. Prospective youth apprentices shall be evaluated based on (Appendix A refers):

2.2.1.(1) Application form detailing relevant previous experience and

2.2.1.(2) Academic standings and recommendations from school counselors/teachers,

2.2.1.(3) Interview evaluations, and

2.2.1.(4) Skills Testing

2.2.2. Notices for adult apprenticeship vacancies will be available throughout the plant.

2.2.3. All applicants meeting the minimum qualifications will be evaluated by the sponsor and Committee.

2.2.4. All applicants will be notified of their selection or rejection for an apprenticeship position.

2.3. Apprenticeship Agreement Signatories.

2.3.1. The apprentice, and if a minor, the apprentice's parent or legal guardian, and the committee will sign an Apprenticeship Agreement. The agreement will be submitted to the Registration Agency for approval. The apprentice and the committee will be provided a copy of the approved agreement.

2.3.2. Agreement. Appendix B contains the both the Pilkington and Registration Agency's Apprenticeship Agreement.

2.4. Probationary Period. A probationary period of 120 days shall commence on first day of work. This time will allow the apprentice and committee time to determine whether a candidate is suited for the work. During this period, either the apprentice or the committee may terminate the apprenticeship agreement without cause and without the formality of an

appeal hearing. After completion of the probationary period, the agreement may be cancelled at the request of the apprentice or may be suspended for reasonable cause. The termination of an agreement by the committee for good cause, may be appealed by the apprentice concerned. The apprentice, the employer, and the union will be notified of the hearing.

2.5. Apprenticeship Training. Apprentice training will take a four-pronged approach: 1) On-the Job Training (OJT) Phase I (orientation), 2) Academic (Related Instruction), 3) OJT Phase II (skill/experience building), and 4) Skill Competency Checks. Apprentices will be given supervised, OJT by qualified skilled workers.

2.5.1. Phase I OJT, (Initial 2 years, Appendix C)

2.5.1.(1) Purpose. The initial 2-year period, during which the apprentice is still in high school and rotates throughout the plant, serves a dual purpose. By thoroughly exposing the apprentice to all plant processes, both the sponsor and the apprentice can make an informed, intelligent decision as to where the apprentice's career should lead. Additionally, all apprentices will gain an appreciation of the demands of every task within the plant. It is only by fully understanding each other's job as it relates to the total process that teamwork (and thus process improvement) can move to the next level.

2.5.1.(2) Criterion. Appendix C details specific hours of experience required for various equipment/processes within a core area. Task competency will be second to ensuring minimal hours experience operating or maintaining all equipment within the core area. To allow the supervisor flexibility in training and manpower scheduling, the cumulative total for each process/task within a core area is less than the anticipated amount of time the apprentice will spend in each core area:

- (i) Warehouse/Shipping, 200 hours
- (ii) Off-Line Cutting, 400 hours
- (iii) On-Line Cutting, 400 hours
- (iv) Glassmaking, 400 hours
- (v) Coating, 400 hours
- (vi) Maintenance Electrical, 250 hours
- (vii) Maintenance Mechanical, 250 hours

2.5.1.(3) The schedule for on the job training listed in Appendix C represents the recommended hourly emphasis placed on work experience. These schedules are to be considered flexible and may be altered/waived by the Committee to accommodate special circumstances and provide flexibility.

2.5.2. Related Instruction (Academics) Academic instruction will be an integral part of every phase of training. Appendix D refers.

2.5.2.(1) Beginning with high school, youth apprentices will be expected to maintain a minimum GPA of 2.7 on a 4.0 scale. The Committee will require apprentices to complete all courses listed in the attached Schedule of Related Instruction (Appendix D) and will notify the Registration Agency whenever an apprentice completes a course of study.

2.5.2.(2) Credit may be given for previously completed related instruction. The credit will be documented and attached to the Apprenticeship Agreement.

- 2.5.2.(3) Apprentices will be paid for only time spent in company/process specific related instruction as defined in paragraph 1.1.11. Wages will not be paid for time spent in curriculum training.
- 2.5.3. Phase II OJT. After completion of the Phase I OJT, the sponsor and apprentice will jointly select the apprentice's career path. Business objectives may take priority over apprentice's desires.
 - 2.5.3.(1) Production apprentices must complete a total of 4,000 hours OJT (Phase I and Phase II OJT combined). Maintenance apprentices must complete 8,000 hours of OJT (Phase I and Phase II combined). Notwithstanding the provisions of paragraph 1.3.5.(4), Production Phase II OJT (Glassmaking, Coating, On-Line Cutting, and Off-Line Cutting) shall last 18 months while Maintenance Phase II OJT shall last 42 months.
 - 2.5.3.(2) Phase II OJT focuses on enabling the apprentice to master the skills required for the particular craft while ensuring full exposure to all aspects of the specific trade. The OJT checklists of Appendix C are considered to be "living" documents and may be modified by the committee as conditions warrant.
- 2.5.4. Competency Checks/Assessments. While experience is a great trainer, it is not enough simply to work a certain amount of hours in each task. Mastery of that task is essential. During the later part of Phase II OJT, all apprentices shall be required to demonstrate mastery of those skills as listed in Appendix C prior to earning their Journeyman Certificate. The competency checks of Appendix C may be changed by the committee as dictated by changes in the plant process or other conditions.
- 2.5.5. Extensions. The sponsor, upon Committee concurrence, will promptly request the registration agency for an extension of the term of apprenticeship for apprentices who will be delayed in completing the program. Generally, this period will not be extended for competency purposes unless the applicable hour requirement has not yet been achieved.
- 2.6. Wages. The rates of pay for youth apprentices (Appendix E) are based on a percentage of the journeyman wage rate (SBP Level 2, straight shift) as established in the collective bargaining agreement. The journeyman's wage is subject to change through these collective bargaining agreements.
- 2.7. Hours of Work
 - 2.7.1. The normal work schedule for youth apprentices will be as follows:
 - 2.7.1.(1) During the school year, hours will be limited to 20 hours per week and under no circumstances will they work beyond 11:00pm at night. Generally their working hours shall be from 3:30pm to 7:30pm Monday – Friday. Apprentices will not be expected to work on those holidays as recognized by the collective bargaining agreement.
 - 2.7.1.(2) During summer or other extended breaks between semesters, apprentices will be assigned to a crew and work a rotating or continuous shift schedule as promulgated by the collective bargaining agreement. Overtime and shift premium pay (1½ pay on weekends) shall also be in accordance with the same procedures used for skilled workers in the trade as promulgated by the collective bargaining agreement.

- 2.7.2. Flex time. During the school year, and to facilitate study for academic requirements, apprentices may flex their hours to specific hours during the weekend under the following conditions:
 - 2.7.2.(1) No more than 8 hours (4-hour increments) are flexed in any month,
 - 2.7.2.(2) Approval must be obtained at least 5 days in advance from the applicable supervisor(s) or department head,
 - 2.7.2.(3) The apprentice must ensure that the flex time is appropriately logged into his/her training record, and
 - 2.7.2.(4) Standard hourly pay rates shall apply, i.e. the apprentice will not receive 1½ time pay for weekend hours worked.
- 2.7.3. Vacation/Sick Days
 - 2.7.3.(1) Apprentices will be awarded 5 vacation days (without pay) and 3 sick days each year.
 - 2.7.3.(2) Vacation days must be requested in writing at least 5 days in advance and must be approved by the applicable supervisor(s) and/or department head.
 - 2.7.3.(3) Sick days may not be taken retroactively. Should the apprentice need to take a sick day, he/she must contact the applicable supervisor or department head at least 1 hour prior to the start of shift. Failure to make contact in a timely manner will result in an occurrence as specified in para 2.7.4.
 - 2.7.3.(4) Apprentices are not expected to work during the two week Christmas Holiday period and this shall not count against their vacation day total.
- 2.7.4. Tardiness/Absenteeism can not be tolerated
 - 2.7.4.(1) Being tardy to work shall be considered as ½ of an occurrence.
 - 2.7.4.(2) Failing to appear at work shall be considered an occurrence
 - 2.7.4.(3) More than 3 occurrences in a rolling 12 month period will be grounds for termination.
- 2.8. Tools / Materials / Safety Equipment.
 - 2.8.1. Supervisors must ensure that apprentices have all required safety equipment, materials, and tools required to perform the tasks assigned.
 - 2.8.2. Apprentices assigned to the maintenance department will temporarily be issued those hand tools required to perform maintenance tasks. The tools shall remain in the custody of the apprentice until completion of the apprentice's assignment to the maintenance department.
- 2.9. Supervision and Evaluation of Apprentices (Appendix F refers)
 - 2.9.1. Apprentices will be under the supervision of a skilled worker while performing the work of the trade. The closeness of supervision will depend on the work location, work being performed, and the skill of the apprentice.
 - 2.9.2. Apprentices will be evaluated both on-the-job and in related instruction during their term of apprenticeship.
 - 2.9.3. Adult apprentices will be evaluated in accordance with Pilkington Corporate Policy and the Collective Bargaining Agreement.

- 2.9.4. During the school year, youth apprentices will be working a “straight” schedule while supervisors will be rotating shifts. The following system of evaluations for youth apprentices shall be followed:
- 2.9.4.(1) Weekly Evaluation. On the apprentice’s last work day of the week, the apprentice will enter data as appropriate on the Weekly Evaluation Form and submit it to the current supervisor. Supervisor’s shall complete the form and return to the apprentice in a timely manner. Apprentices will then route form to the Human Resources for record keeping.
- 2.9.4.(2) Periodic evaluation. There are two possible schedules under which the apprentices would receive periodic evaluations:
- (i) During the apprentice’s first two years (apprentice rotating throughout the plant). The applicable department manager will counsel the apprentice at the beginning of the apprentice’s tour of the department/core area. At the end of the apprentice’s tour, the department manager will again counsel/rate the apprentice.
 - (ii) After the first two years (apprentice now focusing in a core area). The applicable department manager will counsel/rate the apprentice quarterly.
- 2.9.5. If the apprentice’s overall evaluation rating is less than “EFFECTIVE” (i.e. “Effective Minus”) the apprentice may be required to continue on a probationary status or be required to repeat a process(es), or the agreement may be extended or terminated. Any single evaluation rating less than “SUBSTANDARD” may constitute grounds for Committee action including placing apprentice on probation or even termination of the agreement.

2.10. Cancellation of Apprentices

- 2.10.1. When an apprentice has completed both on-the-job and related instruction, the Committee will request that the apprentice be awarded a Certificate of Completion of Apprenticeship.
- 2.10.2. When it is determined by the Committee that an apprentice will not complete the program or that the Apprentice’s performance is unsatisfactory, the committee will request cancellation of the apprenticeship Agreement.

2.11. Procedure for Appeal / Adjustment of Differences

- 2.11.1. The appeal (submitted by the apprentice) must be in writing and addressed to the Committee which caused the termination. This letter is to list the reasons to show cause for a hearing.
- 2.11.2. The written request for the appeal must be in the hands of the apprenticeship office within 25 days of termination.
- 2.11.3. If, following denial for reinstatement by the Committee and the apprentice wishes a hearing, a written request must be submitted to the program office listing the reason for an appeal. The Committee involved is to be advised of the hearing and have a representative present if desired. The registration agency shall be advised of all terminations.
- 2.11.4. The Committee shall have full authority, to supervise the enforcement of the provision of these Standards covering the apprentice. Its decision shall be final and binding upon the employer, local unions, and the apprentice.

- 2.11.5. The Committee shall hear and consider all complaints of violations of its rule of the apprenticeship agreement and shall make such rulings as it deems necessary in each individual case. Either party to the apprenticeship agreement may consult with the registration agency for an interpretation of any provision of the Standards in which differences occur.

3. Sponsor - Duties and Responsibilities

3.1. Operating Policies

- 3.1.1. The Sponsor will operate this apprenticeship program in accordance with these Standards of Apprenticeship and will inform those affected by the program of its provisions.
- 3.1.2. These Standards may be modified at any time by the action of the majority of the Committee provided that such modification shall be properly submitted for approval. Upon securing approval of the parent organization, the registration agency will be notified of such modification with a request for approval. Such modification shall not alter or affect the present apprenticeship agreement without written consent from both parties to the agreement.
- 3.1.3. Ratio. In order to assure proper supervision, training, safety, and continuation of employment, the sponsor will train not more than two apprentices for each one skilled worker regularly employed. Such a ratio will apply individually to each trade registered under these Standards and at each work location.

3.2. Cancellation Of Standards

- 3.2.1. The Sponsor or Committee may cancel the Standards of Apprenticeship at any time by written request to the registration agency.
- 3.2.2. The program may be cancelled by the registration agency for good and sufficient reason or where the program has become inactive by reason of no registered apprentices for a period of at least two years.

3.3. Supervisor of Apprentices

- 3.3.1. The Sponsor will recommend a Supervisor of Apprentices to act on behalf of the Committee in the administration of the apprenticeship program. The Committee will submit the name and title of the supervisor to the Registration Agency.
- 3.3.2. The Supervisor of Apprentices will maintain various records as either the Committee or Sponsor directs
- 3.3.3. The Supervisor of Apprentices will provide guidance to the Committee or Sponsor as requested.

- 3.4. Records. The Sponsor will maintain adequate training records for each apprentice which will include: on-the-job and related instruction records, wage increases, completion, extension of term, cancellation requests, and any other additional correspondence pertaining to the apprentice. The Committee will maintain all records including payroll for all apprentices for a period of five (5) years and will make available, upon request, to representatives of the registration agency.

- 3.5. Safety. The Sponsor shall instruct the apprentice in safe and healthful work practices and shall ensure that the apprentice is trained in facilities and other environments that are in compliance with all applicable safety and health laws and regulations of the United States and the State of North Carolina.
- 3.6. Equal Employment Opportunity The recruitment, selection, employment, and training of apprentices will be without discrimination because of race, color, religion, national origin, or sex. The sponsor will take affirmative action to provide Equal Opportunity in Apprenticeship and will operate the apprenticeship program as required by Section .0800 of Chapter 14 of Title 13 of the North Carolina Administrative Code.

4. Duties and Responsibilities of the Committee

4.1. Organization:

- 4.1.1. The Apprenticeship Committee shall be comprised of an equal number of representatives appointed by the Union and by the sponsor.
- 4.1.2. The Apprenticeship Committee shall have a Chairman who will be a department manager for the sponsor. The chairman will serve without vote, except to break ties.
- 4.1.3. The Apprenticeship Committee will establish a regular schedule of meetings. These meetings shall be scheduled by the committee. Any member of the Committee can schedule a special session should factors warrant.
- 4.1.4. The Supervisor of Apprentices shall serve as the Committee secretary may elect a secretary

4.2. Operating Policies

- 4.2.1. The Apprenticeship Committee will establish operating policies, inform the apprentices and others who will be subject to those policies of their content, and assure that the provisions of these Standards of Apprenticeship and the operating policies are properly adhered to.
- 4.2.2. The Apprenticeship Committee will review all aspects of the Standards of Apprenticeship including work processes, related instruction and wages and, make such revisions as may be appropriate.

4.3. Apprentice Accession.

- 4.3.1. As per paragraph 2.2, the Apprenticeship Committee shall play a role in the selection of apprentices.
- 4.3.2. The Apprenticeship Committee will notify all applicants who have been determined to be eligible candidates for apprenticeship.
- 4.3.3. The Apprenticeship Committee will conduct interviews of all apprentice applicants who meet minimum requirements. Upon completion of the interviews, the Committee will rate each candidate and notify all those selected and not selected.

4.4. Performance Reviews

- 4.4.1. The Apprenticeship Committee will semi-annually review evaluations of performance of apprentices.

- 4.4.2. The supervisor of apprentices shall present these evaluations (para 2.9.3) to the Committee
- 4.4.3. At least one of the semi-annual reviews shall be timed to be prior to scheduled wage progressions. The committee shall then approve/deny the advancement of the apprentices on the schedules of wages.
- 4.5. Completions / Extensions / Terminations
 - 4.5.1. The Apprenticeship Committee will request completion certificates from the registration agency as apprentices satisfy the requirements for completion of the program and will conduct such completion ceremonies as deemed appropriate.
 - 4.5.2. The Apprenticeship Committee will request approval from the Director of Apprenticeship for extension of the term of apprenticeship for apprentices who will be delayed in completing the apprenticeship program.
 - 4.5.3. As apprentice performance factors warrant, the Apprenticeship Committee will take that action necessary to either place an apprentice into a probationary status or initiate termination. Notwithstanding paragraph 2.11, this does not preclude the sponsor's authority to immediately suspend or terminate an apprentice for gross infractions as listed in the collective bargaining agreement.
 - 4.5.4. The committee will recommend to the Registration Agency those current employees who, by virtue of their experience and skills in the trade, meet the requirements for certification as journeyman.
 - 4.5.5. The committee will identify/designate key skilled personnel in specific areas as a competent and qualified to train apprentices and evaluate their performance as it applies to the competency requirements
- 4.6. Affirmative Action
 - 4.6.1. The Apprenticeship Committee will review the affirmative action performance of the program and revise as needed the affirmative action procedures incorporated in the Standard of Apprenticeship and the goals established for the employment of minorities and women in the program as needed.
 - 4.6.2. The Apprenticeship Committee will assure compliance with the affirmative action provisions of these Standards of Apprenticeship, exercising its authority to inform work site supervisors as to the importance of complying with those provisions and of complying with the non-retaliation provisions regarding complainants found in Title 29, U. S. code of Federal Regulations, Part 30.
- 4.7. The Apprenticeship Committee will hear and make proper disposition of differences not otherwise resolved by the supervisor of apprentices.
- 4.8. The Apprenticeship Committee, with concurrence from the Sponsor assigns the duties and responsibilities to the Supervisor of Apprentices.

5. Apprentice: Duties and Responsibilities

- 5.1. Each apprentice has chosen to abide by the provisions of these Standards, and agrees to:

- 5.2. Diligently and faithfully perform the work of the trade and other pertinent duties as assigned by the sponsor and maintain accurate and up-to-date records of on-the-job training.
- 5.3. Exercise behavior that insures personal safety and the safety of co-workers.
- 5.4. Comply with the provisions as outlined in the Apprenticeship Agreement, Appendix B.

6. Veterans Administration

- 6.1. Veterans Administration regulations require all training benefits to be discontinued when an apprentice is paid an amount equal to or greater than the journeyman's rate.
- 6.2. The sponsor agrees to notify the registration agency and the Veterans Administration when an apprentice who is a veteran and is receiving training benefits is paid journeyman rate specified in the Schedule of Wages.
- 6.3. If any apprentices have been recipients of veterans training benefits for their apprenticeship training under these Standards, the sponsor will make these records available to representatives of the Veterans Administration.

7. Role of the Apprenticeship and Training, North Carolina (Department of Labor)

- 7.1. The Apprenticeship and Training Division of the North Carolina Department of Labor, is the State Agency to register programs for Federal purposes. It functions under the authority of Chapter 94 of the North Carolina General Statutes and Chapter 14 of Title 13 of the North Carolina Administrative Code. State approval of apprenticeship programs and on-the-job training programs, and other training programs is authorized by Executive Order of the governor of the State of North Carolina for VA purposes only.
- 7.2. The Division promotes, develops, registers and assists in the operation of registered Apprenticeship and OJT programs. The goal of the Division is to benefit the State's workers, employers, and economic development.