

APPRENTICESHIP STANDARDS
of the
NORTHERN CALIFORNIA TILE INDUSTRY
JOINT APPRENTICESHIP TRAINING COMMITTEE
APPROVED 11-18-2008
REVISED 9-22-2009

ARTICLE I: Purpose and Policy..... 3
ARTICLE II: Occupations 3
ARTICLE III: Organization..... 3
ARTICLE IV: Jurisdiction 3
ARTICLE V: Functions 3
ARTICLE VI: Responsibilities..... 4
ARTICLE VII: Definition of an Apprentice 5
ARTICLE VIII: Duties of an Apprentice..... 5
ARTICLE IX: Apprentice Agreement..... 5
ARTICLE X: Termination and Transfer of Agreements 5
ARTICLE XI: Related and Supplemental Instruction 6
ARTICLE XII: Lay Off..... 6
ARTICLE XIII: Controversies..... 6
ARTICLE XIV: Term of Apprenticeship..... 6
ARTICLE XV: Ratio 7
ARTICLE XVI: Wage Schedules 7
ARTICLE XVII Work Training 7
ARTICLE XVIII: Safety, Health, Recognition of Illegal Discrimination and Sexual Harassment..... 7
ARTICLE XIX: Certificate of Completion 7
ARTICLE XX: California Plan for Equal Opportunity in Apprenticeship 8
ATTACHMENT A: Tile Layer Apprentice Supplement..... 11
ATTACHMENT B: Tile Finisher Apprentice Supplement 14
ATTACHMENT E: Tile Apprentice Wage Schedules 16
ATTACHMENT F: Plan for Equal Opportunity Supplement..... 19
ATTACHMENT F-1: Affirmative Action Program..... 28

ARTICLE I: Purpose and Policy

The parties hereto declare it to be their purpose and policy to establish an organized, planned system of apprenticeship, conducted as a joint labor and management industry undertaking. These standards have, therefore, been adopted and agreed upon under the Shelley-Maloney Apprentice Labor Standards Act of 1939, as amended, to govern the employment and training of apprentices in the Trades defined herein, to become effective upon their approval.

ARTICLE II: Occupations

TILE LAYER	DOT # 861.381.054
TILE FINISHER	DOT # 861.644.018

ARTICLE III: Organization

There is hereby established the above named apprenticeship committee covering Alameda, Alpine, Amador, Butte, Calaveras, Colusa, Contra Costa, Del Norte, El Dorado, Fresno, Glenn, Humboldt, Kings, Lake, Lassen, Madera, Marin, Mariposa, Mendocino, Merced, Modoc, Monterey, Napa, Nevada, Placer, Plumas, Sacramento, San Benito, San Francisco, San Joaquin, San Mateo, Santa Clara, Santa Cruz, Shasta, Sierra, Siskiyou, Solano, Sonoma, Stanislaus, Sutter, Tehama, Trinity, Tulare and Tuolumne Yolo and Yuba.

Eight (8) members, Four (4) of whom shall be selected by and representing the employer organization signatory hereto, and Four (4) of whom shall be selected by and representing the employee organization signatory hereto, and one apprenticeship consultant representing the California Division of Apprenticeship Standards. In addition thereto, there shall be one advisor from the local school districts and such other advisors as the committee shall determine. Such advisors and the apprenticeship consultant shall act without vote.

ARTICLE IV: Jurisdiction

These standards shall apply to the employer and the employee organizations signatory hereto their members, to other employers who subscribe hereto or who are party to a collective bargaining agreement with an employee organization hereto, and to all apprentice agreements hereunder.

ARTICLE V: Functions

The functions of the apprenticeship committee shall be to:

1. Develop an efficient program of apprenticeship through systematic on-the-job training with related and supplemental instruction and periodic evaluation of each apprentice;
2. Make periodic evaluations of the progress of each apprentice's on-the-job training related and supplemental instruction;

3. Establishment of a mechanism to be used for the rotation of the apprentice from work process to work process to assure the apprentice complete training;
4. Ensure mobility between employers when essential to provide exposure and training in various work processes;
5. Serve in an advisory capacity with employers and employees in matters pertaining to these standards;
6. Aid in the adjustment of apprenticeship disputes;
7. Develop and implement fair and impartial selection procedures and affirmative action plans in accordance with existing laws and regulations and under Article XVII of State of California Department of Industrial Relations Division of Apprenticeship Standards Northern California Tile Industry JATC DAS 00088 dated 10-25-01, and to apply them uniformly in the selection of applicants for apprenticeship. The selection procedures and the affirmative action plan are included in Article XVII.

ARTICLE VI: Responsibilities

The responsibilities of the apprenticeship committee shall be to:

1. Supervise the administration and enforcement of these approved standards;
2. Shall adopt such rules and regulations as are necessary to govern the program provided, however, that these rules and regulations are in compliance with these standards
3. Oversee the program's ability, including financial ability, and commitment to meet and carry out its responsibilities under federal and state law and regulations applicable to the Apprenticeship occupation and for the welfare of the apprentice;
4. Conduct orientations, workshops or other educational sessions for employers to explain the apprenticeship program's standards and the operation of the apprenticeship program;
5. Pass upon the qualifications of employers under its jurisdiction and, when appropriate, to suspend or withdraw approval;
6. Conduct on-going evaluation of the interest and capacity of employers to participate in the apprenticeship program and to train apprentices on the job;
7. Determine if an employer has the work site facilities, skilled workers as trainers at the work site, equipment sufficient to train apprentices;
8. Pass on the qualifications of apprentice applicants;
9. File a signed copy of each apprenticeship agreement with the Secretary of the California Apprenticeship Council, with copies to all the parties of the agreement;
10. Establish and maintain a record system for on-the-job training and related instruction;

11. Use every effort to keep the apprentice employed in a reasonably continuous manner and adequately instructed;
12. Provide disciplinary procedures for apprentices including provisions for fair hearings;
13. Adopt changes to these standards, as necessary, subject to the approval of parties hereto and the Chief of the Division of Apprenticeship Standards;
14. Implement a program for training and education regarding illegal discrimination and sexual harassment;
15. Prepare and submit an annual Self-Assessment Review, and Program Improvement Plan;
16. Participate in the development of, and/or comply with approved industry training criteria; ensure there is meaningful representation of the interests of apprentices in the management of the program.

ARTICLE VII: Definition of an Apprentice

1. An apprentice is a person at least 18 years of age, who has met the requirements for admission to the apprenticeship program according to the selection procedures, who is engaged in learning a designated Trade in the Tile Industry and who has entered into a written agreement under the provisions of these standards.

ARTICLE VIII: Duties of an Apprentice

1. Each apprentice shall satisfactorily perform all work and learning assignments both on-the-job and in related instruction and shall comply with the rules, regulations and decisions of the apprenticeship committee.

ARTICLE IX: Apprentice Agreement

1. Each apprentice agreement shall conform to the State law governing apprentice agreements, and shall be signed by the employer or by the apprenticeship committee and by the apprentices and must be approved by the apprenticeship committee.
2. Each apprentice shall be furnished a copy of or be given an opportunity to study these standards before indenture. These standards shall be considered a part of the apprentice agreement as though expressly written therein.

ARTICLE X: Termination and Transfer of Agreements

1. During the probationary period, an apprentice agreement shall be terminated by the apprenticeship committee at the request in writing of either party. After such probationary period, an apprentice agreement may be terminated by the Administrator by mutual agreement of all the parties thereto or cancelled by the Administrator for good and sufficient reason.

2. If an employer is unable to fulfill his/her obligations to train under any apprentice agreement or in the event of a layoff, the apprenticeship committee may with the approval of the Administrator, transfer such agreement to any other employer if the apprentice consents and such other employer agrees to assume the obligation of said apprenticeship agreement.

ARTICLE XI: Related and Supplemental Instruction

1. Terms:
 - a. Tile Layer Apprentices (TILE LAYER, DOT # 861.381.054) shall satisfactorily complete prescribed courses of related and supplemental instruction, which will be 120 hours per year provided by the **Hayward Adult School** (Hayward Unified School District 22100 Princeton St. Hayward, CA 94541). See attached course outline Attachment A.
 - b. Tile Finisher Apprentices (TILE FINISHER, DOT # 861.644.018) shall satisfactorily complete prescribed courses of related and supplemental instruction, which will be 80 hours per year provided by the **Hayward Adult School** (Hayward Unified School District 22100 Princeton St. Hayward, CA 94541). See attached course outline Attachment B
2. Required school time shall not be compensated.

ARTICLE XII: Lay Off

1. If for any reason a layoff of an apprentice occurs, the apprentice agreement shall remain in effect unless canceled by the Administrator. However, credit for related instruction shall be given when the apprentice continues such instruction during the layoff.
2. There shall be no liability on the part of the employer or the JATC for an injury sustained by the apprentice engaged in schoolwork at a time when the apprentice is unemployed.

ARTICLE XIII: Controversies

1. All controversies or differences concerning apprentice agreements that cannot be adjusted locally by the apprenticeship committee or otherwise or which are not covered by a collective bargaining agreement among the parties hereto shall be submitted to the Administrator for determination.

ARTICLE XIV: Term of Apprenticeship

1. The standard term of apprenticeship, probationary period, minimum wages to be paid apprentices, their hours worked and other conditions of employment and training program in each occupation under which apprentices shall be trained are attached hereto and made a part hereof.

TILE LAYER	DOT # 861.381.054	SEE ATTACCHMENT A
TILE FINISHER	DOT # 861.644.018	SEE ATTACCHMENT B

ARTICLE XV: Ratio

1. The ratio is the same for all Tile occupations and is as follows:

A qualified employer may employ one (1) apprentice when at least three (3) journeyman are regularly employed, and one (1) additional apprentice for each three (3) journeyman employed.

ARTICLE XVI: Wage Schedules

TILE LAYER	DOT # 861.381.054	SEE ATTACCHMENT A
TILE FINISHER	DOT # 861.644.018	SEE ATTACCHMENT B

ARTICLE XVII Work Training

1. The employer shall see that all apprentices are under the supervision of a qualified journeyman or instructor and shall provide the necessary diversified experience and training in order to train and develop the apprentice into a skilled worker, proficient in all the work processes of a trade as outlined herein. Apprentices shall also be trained in the use of new equipment, materials and processes as they come into use in the occupation.
2. The major work processes in which apprentices will be trained (although not necessarily in the order listed) and the approximate hours (not necessarily continuous) to be spent on each are as follows:

TILE LAYER	DOT # 861.381.054	SEE ATTACCHMENT A
TILE FINISHER	DOT # 861.644.018	SEE ATTACCHMENT B

ARTICLE XVIII: Safety, Health, Recognition of Illegal Discrimination and Sexual Harassment

1. Each apprentice shall receive training and education in first aid, safe working practices, substance abuse and in the recognition of occupational health and safety hazards.
2. Each apprentice shall receive training in the recognition of illegal discrimination and sexual harassment.

ARTICLE XIX: Certificate of Completion

1. Upon evidence of satisfactory completion of apprenticeship, and upon the recommendation of the apprenticeship committee, each apprentice will be issued a Certificate of Completion by the authority of the California Apprenticeship Council.
2. In recognition of unusual ability and progress, the apprenticeship committee may decrease the term of apprenticeship for an individual apprentice not more than twelve and one-half percent (12½%).
3. An apprentice may be credited time for previous experience if that experience is of an approved nature, and shall have completed not less than six (6) months as an apprentice.

ARTICLE XX: California Plan for Equal Opportunity in Apprenticeship

See Attachment F.

Employer Organization
Tile, Terrazzo, Marble and Restoration
Contractors Association of Northern
California and Independent Tile
Contractors
P. O. Box 5789, Novato, CA 94948

Employee Organization
Bricklayers and Allied Craftworkers
Local Union No. 3
8400 Enterprise Way, Room 103
Oakland, CA 94261

BY: _____
President:

BY: _____
President:

The foregoing apprenticeship standards, being in conformity with the rules and regulations of the California Apprenticeship Council, the California Code of Regulations, and applicable Federal Regulations are hereby approved _____, 20 ____

Glen Forman Chief,
Division of Apprenticeship Standards

DATE

NORTHERN CALIFORNIA JOINT APPRENTICE COMMITTEE
10800 Bigge Street, san Leandro, CA 94577
510-632-8453 FAX 510-632-8456

LIST OF COMMITTEE MEMBERS AND COMPANY NAMES

MANAGEMENT

Mark McNeil: Secretary
Superior Tile Company
3655 Park Road
Benicia, CA 94510

Jerry Riggs
Superior Tile Company
P.O. Box 2106
Oakland, CA 94621-0006

Tommy Conner
Superior Tile Company
P.O. Box 2106
Oakland, CA 94621-0006

Rick Papapietro
Deanza Tile Company
951 Commercial St
Palo Alto, CA 94303

LABOR

Mark Wuelfing: President
BAC Local 3
8400 Enterprise Way, Room 103
Oakland, CA 94621-0006

Tom Spear
BAC Local 3
8400 Enterprise Way, Room 103
Oakland, CA 94261-0006

Dave Jackson
BAC Local 3
8400 Enterprise Way, Room 103
Oakland, CA 94621-0006

Mario Delgato
BAC Local 3
8400 Enterprise Way, Room 103
Oakland, CA 94621-0006

TRAINING COORDINATOR

Lupe Ortiz
NC Tile JATC Administrative Office
10800 Bigge Street
San Leandro, CA 94577

SCHOOL ADVISOR

Brant Choate
Hayward Unified School District: Hayward Adult School
22100 Princeton St.
Hayward, CA 94541

DAS CONSULTANT

Victor Rodriguez
455 Golden Gate Ave, 10th floor
San Francisco, CA 94142-0608

ATTACHMENT A: Tile Layer Apprentice Supplement

This supplement shall be attached to and made a part of the JAC Division of Apprenticeship Standards of the Northern California Tile J.A.T.C.

TILE LAYER DOT # 861.381.054

Section 1: Term of Apprenticeship and Probation:

The Standard term of apprenticeship shall be 4500 hours and shall be completed within three years; the first 750 hours shall be a probationary period.

Section 2: Apprentice Wage Schedule, Fringe benefit and Advancements:

See ATTACHEMENT E: Wage Schedules

Section 3: Work Training:

There are six components to this curriculum: Related supplemental instruction is 120 hours of workbook time and 240 hours of manipulative practice in school.

1. Basic math: 4 hours

There is a 6-credit basic math requirement for Tile Layer apprentices. This is fulfilled by scoring high on a math competency test given at the beginning of each semester. Otherwise, depending on the score achieved, the apprentice completes a self-study math refresher and, if necessary, additional self-study math practice and testing.

2. Orientation to The Tile Trade in Northern California: 4 hours

- a. Terms and definitions
- b. Brief history of masonry and apprenticeship
- c. Brief history of BAC
- d. Pertinent labor law, worker's rights and the work/mission of the NC Tile LMCC
- e. Advantages of apprenticeship
- f. Basics, rules and regulations of the apprenticeship program
- g. ANSI standards and the TCNA Handbook
- h. Sexual harassment and non-discrimination in the workplace
- i. Ways EEOC rules affect the apprenticeship program
- j. Expectations of the employer and the employee in their relationship
- k. Guidelines for handling the first day on the job
- l. Ways to get along with a supervisor
- m. Ways to get along with co-workers
- n. Reasons people lose jobs
- o. Developing a good safety attitude

- #### **3. Classes of instruction.**
- Fourteen classes provide concentrated basic instruction in beginning, intermediate and advanced stages. It is recommended that, to the extent possible, apprentices take these classes in the order given below. Beginning apprentices take the A-series classes and may also take B- . The C- classes are intended for advanced apprentices only and should not be taken without completion of the A-series classes.

Beginning classes:

A-1 Health & Safety: 4 hours

Physical hazards, health hazards, overuse syndromes. The course covers protective equipment, work place safety and the law, highway safety, protecting others and substance abuse.

A-2 Tile, substrates and bonding: 10 hours

Course covers all types of tile, their properties, substrate inspections and layout. Also covered are trim, numbering, backings, bonding to various surfaces and surface preparation. The course introduces the student to systems and working procedures.

A-3 Floors: 12 hours

Principles of floor layouts, installation, both mortar method and thin-set. Course covers layouts including diagonals and patterns, installing bases and fresh floors.

A-4 Walls: 10 hours

Course covers the principles of layout, inspection and installation of walls (mortar and thin-set), tubs, showers, steam rooms, glass mosaics and building exteriors

Intermediate classes:

B-5 Natural Stone: 6 hours

Course covers layout and installation and edging all types of stone tile and their properties as well as special tools and equipment.

B-6 Countertops: 12 hours

Course covers the layout, inspection and installation of kitchen counters and vanity tops

B-7 Codes, repairs/renovation: 8 hours

Course covers publications and standards for tile work; including building codes, repairs and punch lists and renovation work.

B-8 Math for tile work / 3-view drawings/scale: 5 hours

Course covers the application of basic math and geometry principles to tile work as well an introduction to reading prints.

B-9 Working with architectural drawings: 3 hours

Advanced classes:

C-10 Watertight installations: 8 hours

Course covers the principles of layout, inspection and installation of water proof membranes, shower pans, fountains, pools and spas.

C-11 Math II / Commercial layout: 8 hours

Course covers the application of advanced math and geometry principles including the layout of complex designs.

C-12 Stairs: 10 hours

Course covers the principles of layout, inspection and installation of stairs.

C-13 Radius, column: 8 hours

Course covers the principles of layout, inspection and installation curved and circular walls and columns.

C-14 Arches, domes: 8 hours

Course covers the principles of layout, inspection and installation of various types of arches, inner and outer domes.

4. Manipulative skill tests. 240 hours

These tests require the apprentice to demonstrate sufficient skill to complete the following projects with a score of 90 or better – Shower, Tub, Floor, Kitchen, Vanity, and the final test is a shower with stone.

5. **First Aid /CPR:** Can be scheduled by the apprentice with a qualified agency or certified instructor such as the American Red Cross, Kaiser Hospital, etc. The apprentice must furnish completion certificates or cards to the Coordinator to verify. The reasonable cost of First Aid/CPR courses will be paid by the Joint Committee provided the apprentice presents an appropriate receipt. First AID & CPR classes will also be provided as a scheduled class of the apprentice program at no cost to the apprentice. No apprentice may advance to journeyman status without completing this requirement, regardless of the number of credits earned.
6. **Electives.** Six credits (two class days) of practical application of tile principles such as the annual run-off contest, charity projects, permanent installations at school, etc., at the apprentice’s choice.

Section 4: Work Processes:

	Approximate Hours
1. Layout and preparation of surfaces for tile application Includes substrate inspection, layout, preparation, mixing of base materials such as mortar and applies to walls, floors and ceilings. Preparation, mixing and application of bonding materials such as dry-set Portland cement, Latex-Portland, organic adhesives, mastics or other bonding material. Covers the handling and maintenance of equipment in accordance with established procedures and safe practices.	700
2. Repairs, patches surfaces, grouts tile, mixes and applies all types of cleaning materials including acids.	200
3. Examines blueprints, measures and marks surfaces to be covered and layout work.	105
4. Layout, preparation and installation of walls, showers, jambs, ceilings and veneers for residential and commercial applications. Includes spreading and leveling of base materials, plumb scratching, scratching and screeding	1960
5. Layout, preparation and installation of counters and sinks	375
6. Layout, preparation and installation of all types of floors including quarry tile work of all types.	1100
7. Layout, preparation and installation of mantels, hearths, domes and arches	60
TOTAL	4500

ATTACHMENT B: Tile Finisher Apprentices Supplement

This supplement shall be attached to and made a part of the JAC Division of Apprenticeship Standards of the Northern California Tile J.A.T.C.

TILE FINISHER DOT: 861.664 018

Section 1: Term of Apprenticeship and Probation:

The Standard term of Apprenticeship shall be 2100 hours and shall be completed within a minimum of two years; the first 750 hours shall be a probationary period.

Section 2: Apprentice Wage Schedule, Fringe benefit and Advancements:

See ATTACHEMENT E: Wage Schedules

Section 3: Work Training:

There are seven components to this curriculum. Related supplemental instruction is 54 hours of workbook time and 106 hours of manipulative practice in school.

1. Orientation to The Tile Trade in Northern California: 4 hours

- a. Terms and definitions
- b. Brief history of masonry and apprenticeship
- c. Brief history of BAC
- d. Pertinent labor law, worker's rights and the work/mission of the NC Tile LMCC
- e. Advantages of apprenticeship
- f. Basics, rules and regulations of the apprenticeship program
- g. ANSI standards and the TCNA Handbook
- h. Sexual harassment and non-discrimination in the workplace
- i. Ways EEOC rules affect the apprenticeship program
- j. Expectations of the employer and the employee in their relationship
- k. Guidelines for handling the first day on the job
- l. Ways to get along with a supervisor
- m. Ways to get along with co-workers
- n. Reasons people lose jobs
- o. Developing a good safety attitude

2. Mud Mixing / Bonding Materials: 12 hours

- A. Mortar Method: Terms and definitions, cement, sand, lime, water, additives, hydration and curing, Hand mixing, power mixing, mud math and rough-in,
- B. Bonding Materials: Cementitious Types and Mixing, Mastics, Epoxies and Mixing, Surface Preparation

3. Health and Safety: 4 hours

Physical hazards, health hazards, overuse syndromes, protective equipment, safety and the law. Highway safety, protecting others and substance abuse training.

4. Math I & II: 2 hours

- A. Basic Math Review
- B. Metrics

5. Tile and Trim / Materials Handling: 8 hours

- A. Tile and Trim: Ceramic tile types, trim (standard, ceramic mosaic and quarry)
- B. Cutting Equipment and Cuts
- C. Materials Handling: Equipment, stocking, estimating quantities and clean-up

6. Grouting / Caulking: 10 hours

- A. Grouting Objectives
- B. Variables: Grout type, joint size, weather (environment) and backing
- C. Basic Tools and Methods: For 4-1/4, ceramic mosaic, quarry / hard pavers, acid cleaning with vinegar, muriatic and sulfamic acids and acidic detergents. Wide joints, problem installations
- D. Caulking: Narrow, un-backed joints, expansion joints, design, installation
- E. Stain removal, sealing
- F. Epoxy grouting

7. Advanced Topics: 14 hours

- A. Underlayment's
- B. Membranes
- C. Sound-rated floors
- D. Special Equipment (swing scaffolds, lifts, etc.)
- E. Punch lists and Repairs
- F. Supervision; Training Others

8. Manipulative skill tests. 106 hours

These tests require the apprentice to demonstrate sufficient skill to complete finisher tasks for the following projects with a score of 90 or better – Shower, Tub, Floor, Kitchen, Vanity, and the final test is a shower with stone.

Section 4: Work Processes:

	<u>Approximate Hour</u>
1. Surface Preparation	150
2. Materials handling	250
3. Equipment use and maintenance	225
4. Mixing mortar, epoxy, resins, cement	450
5. Grouting and Finishing of Tile work	750
6. <u>Cleaning Tile surfaces</u>	<u>275</u>
Total Hours	2100

ATTACHMENT E: Tile Apprentice Wage Schedules

The following attachment describes the wage schedules in the various geographical areas of the Northern California Tile Apprenticeship Program for the following occupations:

TILE LAYER DOT # 861.381.054
 TILE FINISHER DOT # 861.644.018

Appendix A
 Tile Wage/Benefit Schedule
 04/01/09 - 03/31/10

Bay Area / Northern Counties of:
 San Francisco, Alameda, Santa Clara, San Mateo, Solano, Contra Costa, Marin, Napa, San Benito, Monterey, Santa Cruz, Del Norte, Humboldt, Siskiyou
 Trinity

Skill Level	Hours	Wage Rate	Vac	Dues	Taxable Wages	Health Welfare	Def Ben Pension	L.U. Pension	Def Cont. Pension	JATC Trng	Promo	LMCC	Cntrct Admin	IMI	Total Package
F-3 75%	700	14.60		.55	15.15	7.31	2.00	.46	.00	.15	.10	.25	.03	.05	25.50
F-4 80%	700	15.51		.55	16.06	7.31	2.00	.46	.00	.15	.10	.25	.03	.05	26.41
F-5 85%	700	16.59	.70	.55	17.34	7.31	2.00	.46	.00	.15	.10	.25	.03	.05	28.19
F-6 Certified Journey Finisher		19.87	.70	.77	21.34	7.31	2.25	.46	.47	.30	.10	.30	.03	.10	32.66
S-7 60%	900	18.78	1.10	1.15	21.03	7.31	2.25	.46	.47	.35	.10	.40	.03	.10	32.50
S-8 65%	900	20.71	1.10	1.15	22.96	7.31	2.25	.46	.47	.35	.10	.40	.03	.10	34.43
S-9 70%	900	22.61	1.10	1.15	24.86	7.31	2.25	.46	.47	.35	.10	.40	.03	.10	36.33
S-10 80%	900	26.32	1.10	1.15	28.57	7.31	2.25	.46	1.40	.35	.10	.40	.03	.10	40.97
S-11 90%	900	30.89	1.10	1.15	33.14	7.31	2.25	.46	1.40	.35	.10	.40	.03	.10	45.54
S-12 Certified Journey Layer		34.76	2.35	1.40	38.51	7.31	2.25	.46	1.70	.35	.10	.40	.03	.10	51.21
Red Circled Finisher		25.35	1.30	1.05	27.70	7.31	2.00	.46	.95	.30	.10	.30	.03	.10	39.25

Future wage increases: S-12 Certified Layer, F-6 and R/C Finishers
 Effective 4-01-10, \$2.00 Effective 4-01-10, \$1.35

Note: Apprentices increase based on percentage.

Appendix B
 Tile Wage/Benefit Schedule
 04/01/09 - 03/31/10

Counties of:
 Mendocino, Lake and Sonoma

Skill Level	Hours	Wage Rate	Vac	Dues	Taxable Wages	Health Welfare	Def Ben Pension	L.U. Pension	Def Cont. Pension	JATC Trng	Promo Fund	LMCC	Cntrct Admin	IMI	Total Package
F-3	700	14.66		.55	15.21	7.31	2.00	.00	.00	.15		.25	.03	.05	25.00
F-4	700	15.57		.55	16.12	7.31	2.00	.00	.00	.15		.25	.03	.05	25.91
F-5	700	16.62	.70	.55	17.87	7.31	2.00	.00	.00	.15		.25	.03	.05	27.66
F-6 Certified Journey Finisher		19.41	.70	.72	20.83	7.31	2.25	.46	.00	.25	.10	.30	.03	.10	31.63
S-7	900	18.52	1.10	1.15	20.77	7.31	2.25	.46	.00	.30	.10	.40	.03	.10	31.72
S-8	900	20.44	1.10	1.15	22.69	7.31	2.25	.46	.00	.30	.10	.40	.03	.10	33.64
S-9	900	22.30	1.10	1.15	24.55	7.31	2.25	.46	.00	.30	.10	.40	.03	.10	35.50
S-10	900	25.64	1.10	1.15	27.89	7.31	2.25	.46	.95	.30	.10	.40	.03	.10	39.79
S-11	900	30.06	1.10	1.15	32.31	7.31	2.25	.46	.95	.30	.10	.40	.03	.10	44.21
S-12 Certified Journey Layer		31.60	2.35	1.40	35.35	7.31	2.25	.46	1.70	.30	.10	.40	.03	.10	48.00
Red Circled Finishers		22.40	1.30	.95	24.65	7.31	2.00	.46	.95	.25	.10	.30	.03	.10	36.15

Future wage increases: S-12 Certified Layer, F-6 and R/C Finishers
 Effective 4-01-10, \$2.00 Effective 4-01-10, \$1.35

Note: Apprentices increase based on percentage.

Appendix C
 Tile Wage/Benefit Schedule
 04/01/09 -03/31/10

Counties of:
 Alpine, Amador, Calaveras, San Joaquin, Stanislaus and Tuolumne.

Skill Level	Hours	Wage Rate	Vac	Dues	Taxable Wages	Health Welfare	Def Ben Pension	I.U. Pension	Def Cont Pension	JATC Trng	Promo Fund	LMCC	Cntret Admin	IMI	Total Package
F-3	700	14.60		.55	15.15	7.31	2.00	.46		.15	.10	.25	.03	.05	25.50
F-4	700	15.51		.55	16.06	7.31	2.00	.46		.15	.10	.25	.03	.05	26.41
F-5	700	16.59	.70	.55	17.84	7.31	2.00	.46		.15	.10	.25	.03	.05	28.19
F-6 Certified Journey Finisher		19.69	.70	.77	21.16	7.31	2.25	.46	.65	.25	.10	.30	.03	.10	32.61
S-7	900	17.51	1.10	1.15	19.76	7.31	2.25	.46	.00	.30	.10	.40	.03	.10	30.71
S-8	900	19.27	1.10	1.15	21.52	7.31	2.25	.46	.00	.30	.10	.40	.03	.10	32.47
S-9	900	21.11	1.10	1.15	23.36	7.31	2.25	.46	.00	.30	.10	.40	.03	.10	34.31
S-10	900	24.42	1.10	1.15	26.67	7.31	2.25	.46	.95	.30	.10	.40	.03	.10	38.57
S-11	900	28.71	1.10	1.15	30.96	7.31	2.25	.46	.95	.30	.10	.40	.03	.10	42.86
S-12 Certified Journey Layer		30.56	2.35	1.40	34.31	7.31	2.25	.46	1.70	.30	.10	.40	.03	.10	46.96
Red Circled Finishers		24.10	1.30	1.05	26.45	7.31	2.25	.46	.95	.25	.10	.30	.03	.10	38.20

Future wage increases: S-12 Certified Layer, F-6 and R/C Finishers
 Effective 4-01-10, \$2.00 Effective 4-01-10, \$1.35

Note: Apprentices increase based on percentage.

Appendix D
 Tile Wage/Benefit Schedule
 04/01/09 - 03/31/10

Counties of:
 Fresno, Kings, Madera, Mariposa, Merced and Tulare.

Skill Level	Hours	Wage Rate	Vac	Dues	Taxable Wages	Health Welfare	Def Ben Pension	I.U. Pension	Def Cont Pension	JATC Trng	Promo Fund	LMCC	Cntret Admin	IMI	Total Package
F-3	700	14.66		.55	15.21	7.31	2.00	.00		.05		.25	.03	.05	24.90
F-4	700	15.57		.60	16.17	7.31	2.00	.00		.05		.25	.03	.05	25.86
F-5	700	16.69		.60	17.29	7.31	2.00	.00		.05		.25	.03	.05	26.98
F-6 Certified Journey Finisher		18.84	1.30	.77	20.91	7.31	2.25	.00	.25	.25	.10	.30	.03	.10	31.50
S-7	900	17.90	1.00	.85	19.75	7.31	2.25	.00	.25	.10	.10	.40	.03	.10	30.29
S-8	900	19.42	1.00	.85	21.27	7.31	2.25	.00	.25	.10	.10	.40	.03	.10	31.81
S-9	900	20.93	1.00	.85	22.78	7.31	2.25	.00	.25	.10	.10	.40	.03	.10	33.32
S-10	900	22.84	1.15	.85	24.84	7.31	2.25	.00	.45	.10	.10	.40	.03	.10	35.58
S-11	900	25.25	1.15	.85	27.25	7.31	2.25	.00	.65	.10	.10	.40	.03	.10	38.19
S-12 Certified Journey Layer		26.15	2.35	1.18	29.68	7.31	2.25	.58	1.00	.30	.10	.40	.03	.10	41.75

Future wage increases: S-12 Certified Layer, F-6 and R/C Finishers
 Effective 4-01-10, \$2.00 Effective 4-01-10, \$1.35

Note: Apprentices increase based on percentage.

Appendix E
 Tile Wage/Benefit Schedule
 04/01/09 - 03/31/10

16 Greater Sacramento Counties of:
 Butte, Colusa, El Dorado, Glenn, Lassen, Modoc, Nevada, Placer, Plumas, Sacramento, Shasta, Sierra, Sutter, Tehama, Yolo and Yuba.

Skill Level	Hours	Wage Rate	Vac	Dues	Taxable Wages	Health Welfare	Def/Ben Pension	I.U. Pension	Def Cont. Pension	JATC Trng	Promo Fund	LMCC	Contract Admin	IMI	Total Package
F-3	700	15.39		.35	15.74	7.31	.75	.18	.10	.15	.10	.10	.03	.05	24.51
F-4	700	15.97		.35	16.32	7.31	.75	.18	.10	.15	.10	.10	.03	.05	25.09
F-5	700	17.17	1.00	.35	18.52	7.31	.75	.18	.10	.15	.10	.10	.03	.05	27.29
F-6 Certified Journey Finisher		19.64	1.00	.47	21.11	7.31	.75	.18	.10	.15	.10	.15	.03	.10	29.98
S-7	900	20.21	1.00	.75	21.96	7.31	.75	.18	.10	.20	.10	.25	.03	.10	30.98
S-8	900	21.81	1.00	.75	23.56	7.31	.75	.18	.10	.20	.10	.25	.03	.10	32.58
S-9	900	23.33	1.00	.75	25.08	7.31	.75	.18	.10	.20	.10	.25	.03	.10	34.10
S-10	900	25.27	1.00	.75	27.02	7.31	.75	.18	.10	.20	.10	.25	.03	.10	36.04
S-11	900	28.38	1.00	.75	30.13	7.31	.75	.18	.10	.20	.10	.25	.03	.10	39.15
S-12 Certified Journey Layer		32.83	2.00	1.15	35.98	7.31	2.25	.18	.25	.30	.10	.40	.03	.10	46.90

Future wage increases: S-12 Certified Layer, Effective 4-01-10, \$2.00
 F-6 and R/C Finishers Effective 4-01-10, \$1.35

Note: Apprentices increase based on percentage.

ATTACHMENT F: Plan for Equal Opportunity Supplement

This supplement of the Plan for Equal Opportunity and Affirmative Action shall be attached to and made a part of JAC Division of Apprenticeship Standards the Northern California Tile for the NC Tile J.A.T.C.

District No. 06

File No. 00088

ADDENDUM TO NORTHERN CALIFORNIA TILE APPRENTICESHIP STANDARDS

10800 Bigge Street

San Leandro, CA 94577
(ADDRESS)

Occupation(s) _____
TILE LAYER DOT # 861.381.054
TILE FINISHER DOT # 861.644.018

Area Covered by Standards _____

Approved Statistical Area: Alameda, Alpine, Amador, Butte, Calaveras, Colusa, Contra Costa, Del Norte, El Dorado, Fresno, Glenn, Humboldt, Kings, Lake, Lassen, Madera, Marin, Mariposa, Mendocino, Merced, Modoc, Monterey, Napa, Nevada, Placer, Plumas, Sacramento, San Benito, San Francisco, San Joaquin, San Mateo, Santa Clara, Santa Cruz, Shasta, Sierra, Siskiyou, Solano, Sonoma, Stanislaus, Sutter, Tehama, Trinity, Tulare and Tuolumne Yolo and Yuba.

The above-named Program Sponsor, in accordance with the California Plan for Equal Opportunity in Apprenticeship, declares the following to be its selection procedures.

I. Pledge:

The program sponsor affirms that the recruitment, selection, employment and training of apprentices during the apprenticeship shall be without discrimination because of race, color, religion, national origin, or sex. The program sponsor will take affirmative action to provide equal opportunity in apprenticeship for both minorities and women, and will operate the apprenticeship program as required under Title 29 of the Code of Federal Regulations, Part 30, and the equal opportunity regulation of the State of California

II. Dissemination of Information:

Information will be disseminated semiannually in our area of jurisdiction to the following: (for Committees with Continuous Applications)

Information will be disseminated 30 days prior to the opening of taking applications, in our area of jurisdiction to the following: (for Committees with Specified periods of taking Applications)

a. Department of Labor,
Office of Apprenticeship Training
90 – 7th Street, Suite 17-100
San Francisco, CA 94103-1516

b. California Employment Development Department

Alameda Co: 1225 Fourth Ave., Oakland, CA 94606-2391
P.O. Box 2701, Berkeley, CA 94702-0701
P.O. Box 5103, Fremont, CA 94537-5103
24790 Amador St., Hayward, CA 94544-1885

Butte Co: 109 Parmac Rd., Chico, CA. 95926-2298
2348 Baldwin Ave., Oroville, CA 95966-1522

Calaveras Co:

Colusa Co: 146 Market St, Colusa, CA 95934-2933

Contra Costa Co: 363 Civic Dr., Pleasant Hill, CA 94523-1978
P.O. Box 4042, Richmond, CA 94804-0042

Del Norte Co: 485 I St., Crescent City, CA 95531-4067

El Dorado Co: P.O. Box 1870, Diamond Springs, CA 95619
1286 Kyburz Rd., S. Lake Tahoe, CA 96150-7003

Fresno Co: 1455 E. Shaw Ave., Fresno, CA 93710
2555 South Elm Ave., Fresno 93706-5086
P.O. Box 445, Huron, CA 93234-0445
660 Tule, Mendota, CA 93640-2295
1939 S. Academy, Conger, CA 93657-3700

Humboldt Co: 409 K St., Eureka, CA 95501-0529

Kings Co: 124 Irwin St., Hanford, CA 93230-4587

Lake Co: P.O. Box 39, Lakeport, CA 95453-0039

Lassen Co: 170 C Russell Ave., Susanville CA 94088-02709

Madera Co: P.O. Box 1268, Madera, CA 93639-1268

Marin Co: 3110 Kerner Blvd., San Rafael, CA 94901-5411

Mendocino Co: P.O. Box 5103, Ft Bragg, CA 95437-1167
625 Kings Crt, Suite B, Ukiah, CA 95482

Merced Co: 1205 W. 18th St., Merced, CA 95340-4596
P.O. Box 1444, Los Banos, CA 93635-1444

Modoc Co: P.O. Box 1847, Alturas, CA 96101

Monterey Co: 480 Webster St., Monterey, CA 93942-3292
3432 Front St., Salinas, CA 93901
690 Walnut Ave., Greenfield, CA 93927-4928

Napa Co: 895 Trancas St., Napa, CA 94558-3040

Nevada Co: 440 C Henderson St., Grass Valley, CA 93927

Placer Co: P.O. Box 610., Auburn 95604-0610
P.O. Box 1328, Roseville, CA 95661-1328
P.O. Box 7742, Tahoe City, CA 95730-7742

Plumas Co: P.O. Box 240, Quincy, CA 95971-0240

Sacramento Co: 2901 - 50th St., Sacramento, CA 95817-2339
4695 Watt Ave., Sacramento, CA 95660-5592
8930 Big Horn Blvd., Elk Grove, CA 95758

San Benito Co: P.O. Box 221, Hollister, CA 95024-0221

San Francisco Co: 801 Turk St., San Francisco 94102-3117
3120 Mission St., San Francisco 94110-4594
San Joaquin Co: P.O. Box 201013, Stockton 95201-9013
P.O. Box 1, Lodi, CA 95241-1904
P.O. Box 2006, Manteca, CA 95336-1206
P.O. Box 3000, Tracy, CA 95376-0130
San Mateo Co: 3520 S. El Camino Real, San Mateo 94403-3416
230 S. Spruce Ave., S. San Francisco 94080-4591
Santa Clara Co: 1901 Zanker Rd., San Jose, CA 95112
P.O. Box 60279, Sunnyvale, CA 94088-0279
2450 S. Bascom Ave, Campbell, CA. 95011-5003
190 Leavesly Rd., Gilroy, CA 95020-3614
Santa Cruz Co: 2045 40th Ave, Ste A, Capitola, CA 95010-2535
567 Arthur Rd., Watsonville, CA 95076-3727
Shasta Co: P.O. Box 596070, Redding, CA 96049-6070
Siskiyou Co: P.O. Box 98, Mount Shasta, CA 96067-0098
P.O. Box 158, Yreka, CA 96097-0158
Solano Co: 1440 Marin, Vallejo, CA 94590-4488
3060 Travis Blvd., Fairfield, CA 95433-3498
Sonoma Co: P.O. Box 80825, Petaluma, CA 94975-8025
606 Healdsburg Ave., Santa Rosa 95401-5187
573 5th St.W, Sonoma, CA 95475-6321
Stanislaus Co: P.O. Box 3227., Modesto 95353-3227
P.O. Box 728, Oakdale, CA 95361-0728
P.O. Box 2028, Turlock, CA 95381-2028
Sutter Co: P.O. Box 3389, Yuba City, CA 95992-3389
Tehama Co: P.O. Box 649, Red Bluff, CA 96080-0649
Trinity Co: P.O. Box 970, Weaverville, CA 96092-0970
Tulare Co: P.O. Box 926, Dinuba, Ca. 93618-0926
61 N. 2nd St., Portersville, CA 93257-3899
Tuolumne Co: 197 Mono Way, Sonora, CA 95370-5197
Yolo Co: 825 East St., Bldg C, Woodland, CA 95696-4957
Yuba Co: 1204 E St., Marysville, CA 95901-4843

c. California Division of Apprenticeship Standards

San Francisco Field Office

455 Golden Gate Ave, 10th floor San Francisco, CA 94102

Other DAS Offices in Northern California:

2424 Arden Way, Suite 160, Sacramento 95825-2488

100 Paseo De San Antonio, Room 125, San Jose 95113

2550 Mariposa St. Rm 3080, Fresno, CA 93721

d. County Superintendent of Schools

Alameda Co: 313 West Winton Ave., Hayward 94545
Alpine Co: 43 Hawkside Dr., Markleeville, CA 96120
Amador Co: 217 Rex Ave. Ste 7, Jackson, CA 95642
Butte Co: 1859 Bird Street, Oroville, CA. 95965

Calaveras Co: P.O.Box 760, Angels Camp, CA 95221
 Colusa Co: 146 Seventh Street, Colusa, CA 95932
 Contra Costa Co: 75 Santa Barbara Rd., Pleasant Hill, CA 94523
 Del Norte Co: 301 W. Washington Blvd, Crescent City, CA 95531
 El Dorado Co: 6767 Green Valley Rd, Placerville, CA 95667
 Fresno Co: 2314 Mariposa St., Fresno CA 93721
 Glenn Co: 525 W. Sycamore, Willows CA 95988
 Humboldt Co: 901 Mrytle Ave., Eureka, CA 95501
 Kings Co: 1144 W. Lacey Blvd, Hanford, CA 93230
 Lake Co: 1152 S. Main St., Lakeport, CA 95453
 Lassen Co: 472.013 Johnsonville Rd. No., Susanville, 96130
 Madera Co: 28123 Avenue 14, Madera, CA 93638
 Marin Co: P. O. Box 4925, San Rafael 94913
 Mariposa Co: P.O. Box 8, Mariposa, CA 95338
 Mendocino Co: 2240 Eastside Rd. Ukiah, CA 95482
 Merced Co: 532 W. Thirteenth St. Merced, CA 95340
 Modoc Co: 139 W. Henderson St., Alturas, CA 96101
 Monterey Co: P.O. Box 80851, Salinas, CA 93912
 Napa Co: 1015 Kaiser Road, Napa CA 94958
 Nevada Co: 112 Nevada City Hwy, Nevada City, Ca 95959
 Placer Co: 360 Nevada St., Auburn, CA 95603
 Plumas Co: P.O Box 10330, Quincy, CA 95971
 Sacramento Co: 9738 Lincoln Village Dr., Sacramento 95814
 San Benito Co: 460 Fifth St. Hollister, CA 95023
 San Francisco Co: 135 Van Ness Ave., San Francisco 94102
 San Joaquin Co: P.O. Box 213030., Stockton, 95213
 San Mateo Co: 101 Twin Dolphin Dr, Redwood City
 Santa Clara Co: 1290 Ridder Park Dr.-MC201, San Jose 95131
 Santa Cruz Co: 809 Bay Avenue, Suite H, Capitola CA 95010
 Shasta Co: 1644 Magnolia Ave., Redding, CA 96001
 Sierra Co: P.O. Box 959, Loyalton, CA 96118
 Siskiyou Co: 609 S. Gold St., Yreka, CA 96097
 Solano Co: 655 Washington Street, Fairfield CA 94533
 Sonoma Co: 5340 Skylane Blvd., Santa Rosa CA 95403
 Stanislaus Co: 801 County Center Three Court, Modesto 95355
 Sutter Co: 463 Second St., Yuba City, CA 95991
 Tehama Co: P.O. Box 689, Red Bluff, CA 96080
 Trinity Co: P.O. Box 1256, Weaverville, CA 96093
 Tulare Co: County Civic Center, Visalia, CA. 93291
 Tuolumne County 175 South Fairview Lane, Sonora CA 95370
 Yolo Co: 1240 Harter Ave. Woodland, Ca 95776
 Yuba Co: 938 14th Street, Marysville, CA 95901

e. Community Colleges

Alameda Co: Laney College
 900 Fallon St., Oakland 94607
 College of Alameda
 555 Atlantic Ave., Alameda 94501-2109

Chabot College
P.O. Box 5001, Hayward 94540-5001
Las Positas College
3033 Collier Canyon Rd., Livermore 94550
Merritt College
12500 Campus Drive, Oakland 94619-3196
Butte Co: Butte College
3536 Butte Campus Dr., Oroville 95965-8399
Contra Costa Co: Contra Costa College
2600 Mission Bell Dr., San Pablo 94806-3195
Diablo Valley College
321 Golf Club Rd., Pleasant Hill 94523
El Dorado Co: Lake Tahoe Community College
1 College Drive, So. Lake Tahoe 96150-4524
Fresno Co: Fresno City College
1101 E. University Ave, Fresno 93741 -0001
Kings River Community College
995 N. Reed Ave., Reedley 93654-2099
West Hills College
300 Cherry Lane, Coalinga 93210-1399
Humboldt Co: College of the Redwoods
7351 Tompkins Hill Rd., Eureka 95501-9301
Lassen Co: Lassen College
P.O. Box 3000, Susanville 96130-3000
Marin Co: College of Marin
885 College Ave., Kentfield 94904 -2590
Mendocino Co: Mendocino College
P.O. Box 3000, Ukiah 95482-0300
Merced Co: Merced College
3600 M Street Merced 95348-2898
Monterey Co: Hartnell College
156 Homestead Ave., Salinas 93901-1697
Monterey Peninsula College
9880 Fremont St., Monterey 93940-4799
Napa Co: Napa Valley College
2277 Napa-Vallejo Highway, Napa 94558-6236
Placer Co: Feather River College
P.O. Box 11110, Quincy 95971-6023
Sierra College
5000 Rocklin Rd., Rocklin 95677-3397
Sacramento Co: American River College
4700 College Oak Dr., Sacramento 95841-4286
Cosumnes River College
8401 Center Parkway, Sacramento 95823-5799
Sacramento City College
3835 Freeport Blvd., Sacramento 95822-1386
San Francisco Co: City College of San Francisco
50 Phelan Ave.E200, San Francisco 94112

San Joaquin Co: San Joaquin Delta College
5151 Pacific Ave., Stockton 95207-6370

San Mateo Co: College of San Mateo
1700 W. Hillsdale Blvd., San Mateo 94402-3784

Canada College
4200 Farm Hill Blvd., Redwood City 94061

Santa Clara Co: San Jose City College
2100 Moorpark Av, San Jose 95128-2799

DeAnza College
21250 Stevens Cr. Blvd., Cupertino 95014

Evergreen Valley College
3095 Yerba Buena Rd. San Jose 95135-1598

Foothill College
12345 El Monte Rd, Los Altos Hills 94022-4599

Gavilan College
5055 Santa Teresa Blvd., Gilroy 95020-9599

Mission College
3000 Mission College Blvd., Santa Clara 95054

Santa Cruz Co: Cabrillo College
6500 Soquel, Aptos 95003-3198

Shasta Co: Shasta College
P.O. Box 496006, Redding 96049-6006

Siskiyou Co: College fo the Siskiyou
800 College Ave., Weed 96094-2899

Solano Co: Solano Community college
4000 Suisun Valley Rd., Suisun 94585-3197

Sonoma Co: Santa Rosa Jr. College
1501 Mendocino Ave., Santa Rosa 95401-1628

Stanislaus Co: Modesto Junior College
435 College Ave., Modesto 95350-5800

Tulare Co: Porterville College
100 E. College Ave., Porterville 93257-5901

College of the Sequoias
915 S. Mooney Blvd., Visalia 93277-2234

Tuolumne Co: Columbia College
11600 Columbia College Dr., Sonora 95370

Yuba Co: Yuba College
2088 N. Beale Rd., Marysville 95901-7699

- f. Other outreach, minority organizations, and women's groups that can be used to recruit and refer applicants to help meet program sponsor's goals and timetables.

III. Affirmative Action Program: We will engage in outreach and positive recruitment activities which will increase minority and women's participation in our area. See Attachment F-1.

IV. Written Applications:

All applicants will be required to complete a written application when seeking entry into the program. Applications will be taken on a continuous basis at the following locations.

10800 Bigge Street
San Leandro, CA 94577
Monday through Friday
8:30 AM to 11:30 AM

461 Park Avenue, #5
San Jose, CA 95110
Monday through Friday
8:30 AM to 11:30 AM

7125 Governors Circle
Sacramento, CA 95823
Monday through Friday
8:30 AM to 11:30 AM

16290 La Canada Road
Mondera, CA 93638
Every Tuesday
10:00 AM to 12:00 PM

133 No. Grant Street
Manteca, CA 95336
Every Tuesday
7:00 AM to 9:00 AM

V. Selection of Apprentice Applicants:

Applicants will be selected by Method Number four (4) of the California Plan for Equal Opportunity in Apprenticeship:

All applicants who meet the requirements for admission shall be notified in writing of their acceptance and placed in the eligibility pool. Those who are rejected will be notified in writing with the reasons for rejection.

Qualified applicants will be employed as follows:

1. Applicants may seek employment and be referred by an employer for indenture.
2. An employer may request an applicant from a list of eligible applicants and at such time, an applicant is referred from the top of a ranked list.

A. Minimum Age:

All applicants shall be 18 years. There is no maximum age.

B. Educational Requirements:

School records or passing grade on the general Education Development tests or the California High School Proficiency Examination or equivalent by the state or local public instruction shall be evidence of educational achievement. Educational achievements shall be applied uniformly to all applicants.

Alternative Selection Method:

Applicants not possessing proof of the required level of education will be required to enroll and successfully pass specified core adult education classes as identified by the NCTI. Time to complete these classes will be granted at six (6) months intervals and reviewed by the NCTI JATC.

In addition, time in the apprenticeship will not be extended in the overall timeline specified for completion of the applicable apprenticeship program” Apprentices failing to attain the required level of education will be cancelled from the program and no certificate of completion will be granted.

C. Physical prerequisites:

Applicant must be physically able to perform the work of the trade. There is no physical examination required. If a medical examination is required, it shall be at no cost to the applicant.

D. Written Tests, if any:

None required

E. Oral Interview:

None required

F. Relative weight given for tests: Not Applicable

G. Pool of Eligible Applicants:

Applicants will be recorded on a chronological list according to application date and time received. For record keeping purposes, applicants will be responsible for contacting the apprenticeship office each 30 days, beginning with the month following application. The eligible applicant list will be good for two years or until exhausted.

H. Applicant's prior work experience and training will be evaluated by the committee at the time of indenture, and appropriate credit will be given toward a higher apprenticeship and/or wage bracket, if previous training and experience merit.

I. Employment Requirement:

Applicant must be employed at the time of application to be admitted and indentured into the apprenticeship program. The employer must have a current DAS-7 on file at the NC Tile JATC office and with the DAS for the trade being selected by the applicant.

VI. Goals and Timetables

- a. Total population in area is 13,203,338 as of the 2000 census
- b. Percent of Females in the work force: 45.7%
- c. Goal for intake of Females: 22.8%
- d. Minorities (Men and Women)
 - i. Ethnic Group: Goals for total of active apprentices
 - 1. Black (Not Hispanic) 6.1%
 - 2. Asian & Pacific Islander 10.1%
 - 3. American Indian & Alaskan Native 1.1%
 - 4. Filipino 3.8%
 - 5. Hispanic 23.3%
 - 6. Total Minorities 44.4%

VII. Records:

Apprentice records will be maintained for five years after certification and non apprentice records such as applications will be maintained for two (2) years and kept at:

10800 Bigge Street
San Leandro, CA 94577

VIII. Annual Report:

Program sponsor will submit an annual compliance report to the Division of Apprenticeship Standards on or before the anniversary date of the program approval.

This Addendum to the Standards is submitted for approval of the Chief, Div. of Apprenticeship Standards as adopted this ____ day of ____, 20 ____.

Signed for the Program Sponsor:

Mark Wuelfing: President
Name and Title

Signature

Apprenticeship Consultant

The foregoing Addendum to the Standards, being in conformity with the rules and regulations of the California Apprenticeship Council and the California Code of Regulations, and applicable Federal Regulations is hereby approved this ____ day of _____ 20__ .

Glen Forman, Chief, Division of Apprenticeship Standards

ATTACHMENT F-1: Affirmative Action Program

Affirmative Action Program:

Program sponsor will engage in outreach and positive recruitment activities which will increase minority and female participation in our area.

Affirmative Action Plan:

The Northern California Tile Industry JATC will engage in the following outreach and recruitment activities in an effort to reach female and minority goals.

- a. The Tile JATC will send out the apprenticeship announcement to the public to include minority and women's organizations in the area twice a year. This will include local high schools, community colleges, E.D.D.'s, Private Industry Councils and veterans groups.
- b. The Tile JATC will send a letter to all participating employers to inform them of their commitment to affirmative action goals and to encourage them to hire a female or minority when openings occur.
- c. The Tile JATC will contact and develop a relationship with the employment agencies in the area they cover, like the E.D.D., local schools, private industry councils, veteran's organizations and women's groups involved in employment.
- d. The JATC will meet with participating employers to discuss and encourage the employment of apprentices and to ask the employers to assist the Committee in reaching their female and minority goals.
- e. The Tile JATC will participate, when possible, in local high school career functions to help provide information to young people about the opportunities in their trade.