



Teamsters/AGC Training Center

2410 E. Saint Helens St.
Pasco, WA 99301
(509) 545-8297
(509) 546-0196 Fax
www.teamsterstraining.org

The Washington Construction Teamsters Apprenticeship Program is a 3000 hour on the job training program covering a variety of Teamster Construction Equipment, including truck and pup, dump trucks, and belly dumps. During your apprenticeship you will work on construction sites - learning your trade from qualified journey person teamsters. In addition, you will attend 288 hours of supplemental related training.

Prior to beginning your on the job training, you must attend six weeks (240 hours) of initial training at the Training Center to learn the basics of the trade and prepare you to pass the required tests to obtain a Class A Commercial Driver's License with all endorsements required by the Department of Motor Vehicles. You are not paid for the six weeks of initial training.

Construction employment is somewhat different than most industries. A contractor hires only enough construction hands to complete a project. Upon job completion, and layoff, the apprentice must sign the out-of-work list at the union hall.

The wages and fringe benefits for journey person teamsters are negotiated with the employers. Apprentice wages are based on a percentage of the current journey person wage rate. A beginning apprentice's wage rate is 70% of a journey person's hourly wage plus full fringe benefits. An apprentice's wage increases in 10% increments as he/she advances through the program.

MINIMUM QUALIFICATIONS

- Age: At least 21 years of age.
- Education: Can read and speak the English language sufficiently to converse with the general public, to understand highway traffic signs and signals in the English language, to respond to official inquiries, and to make entries on reports and records. (Federal Motor Carrier Safety Regulations 391.11(b))
- Physical: DOT Physical and physical qualifications stated in Subpart E of the Federal Motor Carrier Safety Regulations 391.41.
- Testing: None
- Other: Valid driver's license (DMV Report) with ability to obtain Class A CDL with all required endorsements required by the Department of Motor Vehicles (at applicant's expense).

1. Applications will be made available to anyone who is interested regardless of any other considerations. All applicants seeking entrance into the apprenticeship program must follow these selection procedures. This pertains to everyone with or without experience related to the trade.
2. Applications will be made available year round at: Teamsters/AGC Training Center, 2410 East St. Helens, Pasco, WA 99301, or such other locations as authorized by the Apprenticeship Committee. Interested applicants must personally obtain and complete applications.
3. At time of application, applicants will be required to indicate the geographical area(s) where they will be willing to work. Selection of apprentices will be based on geographical areas.
 - a. **Western Washington includes:** Whatcom, Skagit, Island, San Juan, Snohomish, King, Pierce, Thurston, Mason, Kitsap, Jefferson, Clallam, Greys Harbor, Lewis, Cowlitz, Skamania, Wahkiakum, Clark and Pacific counties
 - b. **Eastern Washington includes:** Adams, Asotin, Benton, Chelan, Columbia, Douglas, Ferry, Franklin, Garfield, Grant, Kittitas, Klickitat, Lincoln, Okanogan, Pend Oreille, Spokane, Stevens, Walla Walla, Whitman, and Yakima and Northern Idaho counties including: Benewah, Bonner, Boundary, Clearwater, Kootenai, Latah, Lewis, Nez Perce, Shoshone, and that part of Idaho County north of the 46th parallel
 - c. **Either**
4. Qualified Applicants will be scheduled for the Teamster Orientation Day. Teamster Orientation Day is pass/fail; a passing score of 55 out of 100 is required.
5. Applicants who pass the Teamster Orientation Day will be ranked by score and placed on the available-for-training list. Individuals with equal scores will be ranked by date of application. Individuals on the available for training list must stay active on this list by checking in monthly. Failure to do so could result in removal of application and/or removal from the “available-for-training” list.

The applicant must keep the Apprenticeship Committee office advised of a current phone number and address where they can be reached upon short notice. Failure of the applicant to comply will void the application.

If removed from the list due to the above, the applicant will not be eligible to reapply for 12 months.

6. Applicants will be selected from the “available-for-training” list based on geographical area of work selection.
 - a. Western Washington
 - b. Eastern Washington
 - c. Either
7. Applicants selected by the committee will be required to attend the 240 hours Training/CDL Preparation Course (or show proof of equivalent training) and also be required to obtain a Class A Commercial Drivers License with all endorsements required by the Department of Motor Vehicles (at applicant’s expense) prior to being dispatched to an employer. A current DOT Medical Certificate must be provided prior to training.

8. Applicants being accepted into the program will be required to take and pass a pre-employment urinalyses drug screening test before being registered. Expenses of the drug test will be paid by the JATC.

Failure to PASS the Drug test or Refusal to take the drug test, WILL RESULT in application being voided and individual will be unable to reapply for a period of 12 months. Applicant will need to submit a NEGATIVE Drug Test to be able to re-apply.

FEDERAL DRIVER'S REQUIREMENTS

(Refer to Federal Motor Carrier Safety Regulations, Part 391.11 for exact wording)

1. An individual must not drive a commercial vehicle unless he/she is qualified to do so.
2. An individual is qualified to drive a commercial vehicle if he/she:
 - A. Is at least 21 years of age. (For intra-state operations, you must be at least 18 years of age).
 - B. Can read and speak the English language sufficiently to talk with the general public, understand traffic signs and signals, and make entries on reports and records.
 - C. Has the experience and/or training to safely operate a commercial vehicle.
 - D. Has the experience and/or training to determine if all cargo has been properly located, distributed, and secured on a commercial vehicle.
 - E. Is familiar with methods and procedures for securing cargo on a commercial vehicle.
 - F. Carries a current medical examiner's certificate stating that he/she is physically qualified to drive a commercial vehicle (DOT medical card). (391 Subpart E)
 - G. Does not have more than one driver's license.
 - H. Has provided his/her employer with a current list of traffic violations.
 - I. Is not currently disqualified by U.S. Department of Transportation to drive a commercial vehicle.
 - J. If employed, has successfully completed the driver's road test requirements.
 - K. Has provided his/her employer with a completed employment application.

**WASHINGTON-IDAHO CONSTRUCTION TEAMSTERS-
EMPLOYERS APPRENTICESHIP TRAINING TRUST
JOINT APPRENTICESHIP AND TRAINING COMMITTEE (JATC)**

NON-DISCRIMINATION AND ANTI-HARASSMENT POLICIES AND PROCEDURES

Effective July 17, 2017, the Board of Trustees of the Washington-Idaho Construction Teamsters-Employers Joint Apprenticeship and Training Committee adopt the following policy and procedures regarding the discrimination and harassment in the operation of the program in accordance with applicable regulations of the U.S. Department of Labor and State Apprenticeship Council.

Pledge

The JATC will not discriminate against an apprenticeship applicant or apprentice based on race, color, religion, national origin, sex (including pregnancy and gender identity), sexual orientation, genetic information, or because they are an individual with a disability or a person 40 years old or older. The JATC will take affirmative action to provide equal opportunity in apprenticeship and will operate the apprenticeship program as required under Title 29 of the Code of Federal Regulations, Part 30.

Policy

The JATC does not tolerate any discrimination or harassment on the basis of any of the above protected categories of individuals in the operation of the program, including the recruitment, outreach and selection procedures; the imposition of penalties or other disciplinary action; placement, upgrading, promotion, demotion, and termination; compensation; conditions of work and training; leaves of absence; and any other benefit, term, condition, or privilege associated with apprenticeship.

Harassment is any offensive or unwelcome conduct, verbal or physical, based on race, color, religion, national origin, sex, sexual orientation, age (40 or older), genetic information or disability. Harassment becomes unlawful where 1) enduring the offensive conduct becomes a condition of continued employment or participation, or 2) the conduct is severe or pervasive enough to create a work/training environment that a reasonable person would consider intimidating, hostile, or abusive. Offensive conduct may include, but is not limited to, offensive jokes, slurs, epithets or name calling, physical assaults or threats, intimidation, ridicule or mockery, insults or put downs, offensive objects or pictures, and interference with work performance.

The JATC also prohibits any retaliation against an apprentice or applicant for making a good faith report of harassing conduct or for cooperating with or participating in any investigation of alleged discriminatory/harassing conduct.

Right to File a Complaint with the Registration Agency or Other Agencies:

If any apprentice or applicant feels that they have been the subject of discrimination or harassment, they may file a complaint within 300 days from the date of the alleged discrimination/harassment or failure to follow the equal opportunity standards of the program with:

Department of Labor and Industries
Apprenticeship Section
P.O. Box 44530
Olympia, WA 98504-4503
Phone: 360-902-5320 Fax: 360-902-4248
Email: apprentice@lni.wa.gov

Complaints may also be filed directly with the EEOC or State fair employment practices agency. If those offices have jurisdiction over the sponsor/employer, their contact information is:

The U.S. Equal Employment Opportunity Commission (EEOC)
Federal Office Building
909 First Avenue, Suite 400
Seattle, WA 98104-1061
Phone: 206-220-6883 or 800-669-4000
TTY: 206-220-6882

Each complaint filed must be made in writing and include the following:

1. Complainant's name, address and telephone number, or other means for contacting the complainant;
2. The identity of the respondent (i.e. the name, address, and telephone number of the individual or entity that the complainant alleges is responsible for the discrimination);
3. A short description of the events that the complainant believes were discriminatory, including but not limited to when the event(s) took place, what occurred, and why the complainant believes the actions were discriminatory (for example, because of his/her race, color, religion, sex, sexual orientation, national origin, age (47 or older), genetic information, or disability); and

The complainant's signature or the signature of the complainant's authorized representative.

References of Applicant (Do not include relatives)

Name	Address	City	State

State briefly why you would like to become an apprentice in the Construction Teamster Trade:

State briefly what skills you possess that would help you become a Construction Truck Driver:

Are you prepared to attend the supplemental related training classes for the required 144 hours per year? _____

Are you willing to work out of town? _____

Have you ever been in an apprentice program? _____ If so, which program? _____

Did you complete it? _____ If not completed, why? _____

How did you learn about the apprenticeship program? _____

If you were referred, who referred you? _____

I have reviewed the Qualifications of Driver's Requirements contained in Part 391.11 of the Federal Motor Carrier Safety Regulations and believe that I will be able to qualify for a Commercial Driver's License upon completion of the 6 weeks of initial training. I certify that the information given by me is true and complete to the best of my knowledge.

Applicant's Legal Signature	Date
Applicant's Email	

FOR OFFICE USE ONLY			
Date Application Received: / /	DMV Report Yes <input type="checkbox"/> No <input type="checkbox"/>	Current Driver's License Yes <input type="checkbox"/> No <input type="checkbox"/>	Hazardous Endorsement Disqualifier Sheet Yes <input type="checkbox"/> No <input type="checkbox"/>