
APPRENTICESHIP STANDARDS

For

**CARPENTERS,
DRYWALL, ACOUSTIC,
LATHER, & MILLWRIGHT WORKERS**

Developed and Adopted by the Respective Labor Associations of the

General Contractors Labor Association,

Building Industry Labor Association

and the

Wall and Ceiling Industry Association of Hawaii

and

Other Signatory Contractors

and the

Hawaii Regional Council of Carpenters

Registered by the

State of Hawaii

Department of Labor and Industrial Relations

Workforce Development Division

830 Punchbowl Street

Honolulu, HI 96813

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WORKERS**

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MILLWRIGHT WORKERS**

SECTION I.

JURISDICTION

- A. These apprenticeship standards shall apply to the members of the General Contractors Labor Association, Building Industry Labor Association, Hawaii Wall and Ceiling Industry Association, subscribing thereto and other contractors who are a party to a collective bargaining agreement with the Hawaii Regional Council of Carpenters.

SECTION II.

JOINT APPRENTICESHIP COMMITTEE

- A. The State or area-wide apprenticeship committee shall be composed of jointly with equal representation from labor and management. Representation shall consist of five plus two alternates from management and five plus two alternates from labor. All members are to serve without remuneration.
- B. Committee members shall be selected by the group that they represent, and the Director of the Department of Labor and Industrial Relations shall be notified of such appointments.
- C. The Committee shall select from its members, a Chairperson and a Secretary who shall retain voting privileges. One office shall be filled from the management group and one from the labor group, and may alternate yearly.
- D. Committee meetings are not official unless a quorum of at least two management representatives and two labor representatives are represented. If, at any meeting, management and labor representatives are not equally represented, both groups shall cast an equal number of votes for official action on any matters brought before the committee.
- E. The Committee shall establish the Rules and Regulations to set terms of committee members, frequency of meetings, and other matters governing administrative procedure.

SECTION III.

DUTIES OF THE JOINT APPRENTICESHIP COMMITTEE

- A. The Committee will promote the advancement of the apprenticeship program and provide guidelines for training in the carpentry, millwright and drywall trades.
- B. Where no local committee exists, the Hawaii Carpenters Apprenticeship and Training committee shall assume duties normally performed by the committee at the local level.
- C. The Joint Apprenticeship and Training committee will recommend the awarding of the Certificate of Completion to the Department of Labor and Industrial Relations upon recommendation by the Hawaii Carpenters Apprenticeship and Training Office.
- D. If neighbor island Joint Apprenticeship and Training committees exist, they shall submit to the Oahu Hawaii Carpenters Apprenticeship and Training Office, minutes of its meetings, for approval.
- E. The Hawaii Carpenters Apprenticeship and Training Office's address shall be used to expedite the Joint Apprenticeship and Training committee's business.
- F. Determine the need for apprentices in the area under the jurisdiction of the Joint Apprenticeship Committee.
- G. Establish minimum standards of education and experience for apprentices.
- H. Determine the quality and quantity of on-the-job experience which apprentices must have.
- I. Evaluate the apprentices' previous experience and training, and recommend credit to be granted toward apprenticeship. Amount of such credit shall not exceed fifty percent (50%) of the term of apprenticeship.
- J. Advise and cooperate with the University of Hawaii Community College System to develop and maintain a purposeful related training instruction program and influence apprentices' compliance with related training instruction requirements.
- K. Hear and act on all complaints of violation of Apprenticeship Agreements.
- L. Insure that the conditions of these standards are being followed by all parties and recommend suspension or cancellation of Apprenticeship Agreements or attach such penalties as shall seem necessary for noncompliance with these standards. The Department of Labor and Industrial Relations will be promptly notified of all recommended cancellations, suspensions, reinstatements, and completions of Apprenticeship Agreements.
- M. Revise these standards at any time with the approval of the Director of the Department of Labor and Industrial Relations. The Committee will promptly forward any changes to the

collective bargaining agreement affecting the Apprenticeship Standards to the Workforce Development Division of the Department of Labor and Industrial Relations, whereby such changes shall be recorded and acknowledged as a revision to such standards.

- N. Conduct a periodic review and evaluation of the apprentice's progress in job performance and in related training instruction.
- O. Require the program to maintain a record on each apprentice, showing progress in related training instruction, and on the job, and to facilitate payment of wage increments when due.

SECTION IV.

ORGANIZATION OF THE LOCAL COMMITTEE

- A. When both management and labor representatives of the State JATC need to elect a local Joint Apprenticeship and Training Committee, it shall be composed of equal members selected by their respective groups. The Director of the Department of Labor and Industrial Relations shall be notified of such appointments.
- B. The Neighbor Island Joint Apprenticeship and Training Committee (Local Committee) if any, will have the responsibility for its geographical area or County.
- C. The Local Committee shall select from its members a Chairperson and a Secretary who shall retain voting privileges. One office shall be filled from the management group and one from the labor group, and may alternate yearly.
- D. Local Committee meetings are not official unless a quorum of at least two management representatives and two labor representatives are represented. If, at any meeting, employers and employees are not represented equally, both groups shall each cast an equal number of votes for official action on any matter brought before the committee.
- E. Rules and regulations to set terms of committee members, frequency of meetings and other matters governing administrative procedure shall be established by the State Joint Apprenticeship Committee.

SECTION V.

DUTIES OF THE LOCAL COMMITTEE

- A. Determine the need for apprentices in the area under the jurisdiction of the Hawaii Carpenters Apprenticeship and Training Program.
- B. Evaluate apprentice's previous experience and training, and recommend credit(s) to be

granted on apprenticeship schooling and/or work step. Amount of such credit(s) shall not exceed fifty percent (50%) of the term of Apprenticeship.

- C. Advise and cooperate with the University of Hawaii Community College System to develop and maintain a purposeful related training instruction program and influence apprentice's compliance with related training instruction requirements.
- D. Hear and act on all complaints of violation of Apprenticeship Agreements.
- E. Insure that the conditions of these standards are being followed by all parties and recommend suspension or cancellation of Apprenticeship Agreements or attach such penalties as necessary for noncompliance with these standards.

SECTION VI.

EQUAL OPPORTUNITY PLEDGE

The recruitment, selection, employment, and training of apprentices during their apprenticeship shall be without discrimination on the basis of race, color, religion, national origin, sex (including pregnancy and gender identity), sexual orientation, genetic information, age (40 or older), disability, marital status, domestic or sexual violence, victim status, credit history or report, arrest and court record, or any other basis prohibited by Chapter 378-2, Hawaii Revised Statutes, provided that the sponsor may refuse to accept an individual for apprenticeship or refuse to refer an individual for employment for reason allowed under federal or state law. Affirmative action shall be undertaken to provide equal employment opportunity in apprenticeship, and the apprenticeship program shall be operated as required under chapter 12-31 of the Hawaii Administrative Rules (or its successors) and 29 C.F.R. Part 30.

SECTION VII.

MINIMUM QUALIFICATIONS FOR APPRENTICESHIP

- A. Applicants must be at least seventeen (17) years of age.
- A. Applicants must be able to lift 75 pounds for Carpenters and Millwright workers; and 100 pounds for Drywall; and perform the essential duties of the trades.
- B. Applicants for apprenticeship should have a high school diploma or equivalent education, or equivalent work experience.
- C. Applicants must pass a basic math test consisting of fifty (50) problems. Applicants must have a minimum of thirty-eight (38) correct answers or seventy-six percent (76%) in order to pass the test. The math test will test the applicants' abilities to add, subtract, multiply,

and divide whole numbers and fractions.

- D. Applicants must complete an applicant questionnaire consisting of four sections and fourteen (14) questions, and pass a personal interview. The questionnaire will give an overview of applicants' 1) sincerity of interest, 2) attitude toward work, 3) ability to work under supervision, 4) attitude toward related trade instruction, 5) technical knowledge applicable to the trade, 6) awareness of obligations of an apprentice, 7) previous work experience in Carpentry, Drywall, Millwright or in the construction industry, 8) ability to work in a team setting, 9) reference from previous employers, and 10) ability to work in high elevations.

Each section will be rated on a scale of 1 to 4. [1] being "No Interest" and [4] being "Exceptional." The minimum acceptance score will be nine (9) out of a possible sixteen (16) points. All applicants who score a minimum of nine (9) points will be scheduled for a three-day pre-selection screening.

- E. Applicants must complete in its entirety a twenty-four (24) hour pre-selection screening. The pre-selection screening will be held for three (3) consecutive days (excluding Sunday) for eight (8) hours a day. Each day begins at 7:00 a.m. and ends at 3:30 p.m. with a half-an-hour lunch break. Six hours will consist of classroom instruction covering the basic tools and equipment and proper safety procedures. The remaining eighteen (18) hours will be hands-on instruction in proper safety handling of tools and materials, applying the basic tools and equipment such as pounding nail in plywood, lifting, measuring and cutting lumber/metal materials and equipment; and lifting and hanging gypsum boards. The screening allows applicants an opportunity to participate in hands-on instruction in a simulated construction environment. All applicants will be evaluated by the instructor for their participation. All evaluations will be in writing by the instructor, and applicants not wishing to participate in any aspect of the pre-selection screening, their non-participation will be noted. Participation is mandatory to enter the apprenticeship program, and applicants will not be compensated for their participation time.
- F. Applicants shall satisfy to the Joint Apprenticeship and Training Committee that they are able to legally work in the United States, perform the duties of the trade, and have the aptitude, ability and education to become qualified journeyworkers in the trade.

SECTION VIII.

SELECTION PROCEDURES

- A. The Hawaii Carpenters Apprenticeship and Training Office will open the program twice a year to accept applications based on current construction industry demands. All applicants will be given the opportunity to enter the program providing that they pass a basic math test or basic math retest, a personal interview, and complete a twenty-four (24) hour pre-selection screening. Depending on the manpower needs of the industry, the Director of Apprenticeship and Training may hold a special recruitment as needed.

- B. All applicants must submit a copy of legal photo identification and copy of their high school diploma or transcript, or copy of a document indicating an equivalent education. before an application questionnaire form can be completed. If applicant is waiving the minimum education requirement in lieu of equivalent work experience, the applicant must substantiate a minimum of 1,000 work hours by submitting letter(s) from the current and/or former employers on a company letterhead with the following information:
1. Job title and job description
 2. Period worked
 3. Status – full-time or part-time
- C. Once all documents in Section VIII (B) are submitted, applicants will be given an application questionnaire form to complete. All application questionnaire forms must be completed at the Apprenticeship and Training Office or training center, and cannot be taken out of the office.
- D. The basic math test consists of fifty (50) problems. Applicants must have a minimum of thirty-eight (38) correct answers or seventy-six percent (76%) in order to pass the test. Written notification of the test results will be provided to the applicants. Applicants passing the test will also be scheduled for an interview with a representative of the Joint Apprenticeship and Training Committee.
- E. Applicants not meeting the minimum requirements for the math test may be eligible to take one math retest. The basic math retest will be scheduled after the program closes and after all scheduled math tests. Applicants must sign-up for the retest at the Apprenticeship and Training Office within twenty-four (24) hours of being notified that they did not pass the math test.
- F. The basic math retest consists of fifty (50) problems. Applicants must have a minimum of thirty-eight (38) correct answers or seventy-six percent (76%) in order to pass the retest. Written notification of the retest results will be handed to the applicants following the test. Applicants passing the retest will also be scheduled for an interview with a representative of the Joint Apprenticeship and Training Committee. Applicants not passing the retest can reapply for the program at the next scheduled recruitment.
- G. Applicants passing the math test or math retest will be given an interview. The questionnaire in the application form consists of fourteen (14) questions that will encompass the following areas to determine their suitability for the program must be completed by the applicant:
1. Sincerity of interest,
 2. Attitude toward work,
 3. Ability to work under supervision,
 4. Attitude toward related trade instruction,
 5. Technical knowledge applicable to the trade,
 6. Awareness of obligations of an apprentice,
 7. Previous work experience as a Carpenter or in the construction industry,
 8. Ability to work in a team setting,

9. Reference from previous employers, and
 10. Ability to work in high elevations.
- H. The interviewer will review the questionnaire and meet with applicant to determine his or her suitability for the program. Each section will be rated on the following scale:
- [4] Exceptional - shows enthusiasm for the trade; willing to make a full commitment to the program; and demonstrates the *ability* (has working knowledge) to perform the duties of the trade.
 - [3] High - shows interest in the trade; and demonstrates the *potential* (very little or no working knowledge) to perform the duties of the trade.
 - [2] Low Interest - only a job; money was a great factor in applying; was pressured in applying; and prefers to work alone, unable to work under supervision.
 - [1] No Interest - six or more of the questions were left blank or did not express interest in the trade; very little or no response during interview.
- I. The minimum acceptance score will be nine (9) out of a possible sixteen (16) points. All applicants will receive notice of acceptance or rejection, personally, electronically or by mail. All applicants who score a minimum of nine (9) points will be scheduled for a three-day pre-selection screening.
- J. Applicants must complete in its entirety a twenty-four (24) hour pre-selection screening. The pre-selection screening will be held for three (3) consecutive days (excluding Sunday) of eight (8) hours each day. The screening allows applicants an opportunity to participate in hands-on instruction in a simulated construction environment. Participation is mandatory to enter the apprenticeship program, and applicants will not be compensated for their participation time. Applicants who complete the twenty-four hour pre-selection screening will be indentured into the program.
- K. Applicants who are not accepted into the program may appeal the decision to the Hawaii Carpenters Joint Apprenticeship and Training Committee, 1311 Houghtailing Street, Suite 201, Honolulu, Hawaii 96817.
- L. Applicant's test, interview, and pre-selection screening results will be retained for a minimum of seven (7) years.
- M. EXCEPTIONS:
- The Carpenters Joint Apprenticeship and Training Committee may upon its discretion, waive the selection procedures under Section VIII, paragraphs A, D, E and F. The committee will be responsible for taking affirmative action by encouraging females and minorities to apply and assure that the selection of apprentices under the following exceptions meet the requirement of the State Plan for Equal Opportunity in Apprenticeship Programs, Chapter 31, Title 12, Administrative Rules, and

the Employment Practices Law, Part 1, Chapter 378, Hawaii Revised Statute.

1. A Carpenter, Millwright or a Drywall journeyworker who is a member of the Hawaii Regional Council of Carpenters dispatched as a journeyworker cannot re-enter the program as apprentices in order to upgrade their skills. If a member or his/her employer feels that the member needs additional training, he/she can be sent to Journeyworker training upgrades offered by the JATC.
2. (Direct Entry) An employee of a non-signatory employer not qualifying as a journeyworker when the employer becomes signatory, shall be evaluated by the Joint Apprenticeship and Training Committee, and indentured at the appropriate period of apprenticeship based on previous experience and related training. The minimum qualifications for apprenticeship under Section VII, paragraphs C, D, E, and F are waived if an employee qualifies for direct entry into the apprenticeship program.
3. (Employer Referrals) Employers may refer individuals for direct entry to the apprenticeship program if the Hawaii Carpenters Apprenticeship and Training program is unable to fulfill employer request for apprentices under the Master Agreement covering Carpenters, Millwright, Drywall, Acoustical Workers and Lathers in the State of Hawaii ("Collective Bargaining Agreement") within forty-eight (48) hours. Individuals must meet the following minimum requirements before being referred to the Apprenticeship Office:
 - a. has been pre-screened by Employer for employment including but not limited to any established pre-employment drug screening,
 - b. must meet minimum qualifications under Section VII (A), (B), and (C) above, and
 - c. must submit a Confirmation of Hiring slip signed by the Employer stating that the individual will be placed for work.
4. During an organizing effort, an employee of the non-signatory employer and does not qualify as a journeyworker, shall be evaluated and indentured by the JATC at the appropriate period of apprenticeship based on previous experience and related training. For such applicants to be considered, they must:
 - a. be employed in the JATC's jurisdiction when the organizing effort commenced
 - b. have been employed by the non-signatory employer before the organizing effort commenced
 - c. provide reliable documentation to the JATC to show they were employees performing carpentry or drywall work
5. All applicants with U.S. military experience who have participated in a registered

apprenticeship program related to the construction industry while in the military and able to produce Honorable Discharge paperwork (form DD-214), may be given direct entry into the apprenticeship program. The JATC shall evaluate the military training received for granting appropriate credit on the term of apprenticeship and the commensurate wage. Entry of military veterans shall be done without regard to race, color, religion, national origin, or sex.

6. The Hawaii Carpenters Joint Apprenticeship and Training Committee encourages preparatory/pre-apprenticeship craft training to facilitate entry into apprenticeship. Consequently, those who complete a Federal or State sponsored pre-entry program will be given direct entry into the apprenticeship program. The Joint Apprenticeship and Training Committee shall evaluate the training received for granting appropriate credit on the term of apprenticeship. Entry of these students shall be done without regard to race, color, religion, or sex.
7. The Hawaii Carpenters Joint Apprenticeship and Training Committee may also utilize the “Employers Intent to Hire” method with the following conditions:
 - a. The “Employers Intent to Hire” cannot be exercised during an open recruitment nor if there is a list of eligible apprentices seeking work through the job call system.
 - b. Applicants for apprenticeship must apply to the Joint Apprenticeship and Training Committee.
 - c. The applicant is screened by the Joint Apprenticeship and Training Committee on the basis of the selection criteria within these standards.
 - d. Applicants, who meet the screening requirements and are accepted by the Joint Apprenticeship and Training Committee as eligible for apprenticeship, are then referred to participating employers who are hiring.
 - e. Employers may hire these applicants on a trial basis for not more than ten (10) working days. Applicants hired on a trial basis will be classified as temporary hires and will be compensated according to the current 40% of a journeyworker rate. No benefits will be paid during the trial period.
 - f. If the Employer intends to hire the referred applicant within the ten (10) working days, the Employer must complete a confirmation of hiring slip on said applicant.
 - g. The referred applicant must return to the Apprenticeship and Training Office with the confirmation of hiring slip for processing in order for the referred applicant to continue working.
 - h. If the Employer does not intend to hire the referred applicant at the end of the trial period, the Employer must notify the Apprenticeship and Training

Office by fax or email no later than the next working day after separation occurs.

8. An individual who is a sole owner of the company, or a member of a partnership, an officer of a closed corporation; who employs his/her brother, sister, brother-in-law, sister-in-law, son, daughter, spouse, parent or parent-in-law; may request to the JATC that such employee be registered as an apprentice as per collective bargaining agreement.

SECTION IX.

AGREEMENT

Each apprentice (and if a minor, the parent or guardian), and the Chairperson of the Joint Apprenticeship Committee or the Director of Apprenticeship and Training shall sign an Apprenticeship Agreement which shall incorporate, by reference, the provisions of these standards. The signed agreement shall be submitted to the Department of Labor and Industrial Relations for registration.

SECTION X.

TERM OF APPRENTICESHIP

- A. The term of apprenticeship shall be not less than eight-thousand (8,000) hours of on-the-job training in accordance with the schedule of work processes (Section XVI), and satisfactory completion of the required hours of related training instruction as hereinafter described.
- B. An apprentice who, prior to entering into an Apprenticeship Agreement, has had training or experience or both in the processes of the trade in which he or she is employed as an apprentice may be granted full or partial credit for such training or experience, with commensurate wages for any progression step so granted, by the Joint Apprenticeship and Training Committee upon the recommendation of the Apprenticeship and Training Office.

SECTION XI.

PROBATIONARY PERIOD

- A. The probationary period is the first one-thousand (1,000) work hours of employment in the industry. The satisfactory time and training earned during the probationary period is included in the total term of apprenticeship.

- B. During the first one-thousand (1,000) work hours of the probationary period, an apprentice shall be canceled from the program for, but not limited to:
- C. Failure to register for scheduled required classes;
2. Failure to attend scheduled required related training instructional classes;
 3. Failure to submit monthly Daily Progress Record(s) by the tenth (10th) of the following month whether or not any work was performed;
 4. Failure to report accurate information on the Daily Progress Records including but not limited to forging an employer or supervisor's signature;
 5. Failure to meet minimum work requirements including but not limited to being eligible for a referral;
 6. Failure to attend three (3) job calls when jobs are available for their classification and step; or
 7. Failure to maintain and keep current union dues, user's fee or service fee, and financial obligations to the community colleges.

SECTION XII.

AFTER PROBATIONARY PERIOD

After the probationary period, the Apprenticeship Agreement may be canceled at the request of the apprentice, or may be suspended or canceled by the JATC for reasonable cause. The apprentice may be given written notice, in person or by restricted delivery via registered mail, to appear before the committee and state why he/she should not be canceled from the program. The JATC will take appropriate action and will provide written notice to the apprentice and to the Registration Agency of the final action. The apprentice may be canceled from the program for non-compliance of, but not limited to the following:

1. Failure to register for scheduled required classes;
2. Failing the same subject of related training instructional classes twice;
3. Failure to submit monthly Daily Progress Record(s) by the tenth (10th) of the following month whether or not any work was performed;
4. Failure to report accurate information on the Daily Progress Records including but not limited to forging an employer or supervisor's signature;
5. Failure to meet minimum work requirements including but not limited to being eligible for referral;
6. Failure to attend three (3) job calls when jobs are available for their classification and step;
7. Failure to maintain and keep current union dues, user's fee or service fee, and financial obligations to the community colleges; or
8. Failure to appear for personal consultation.

SECTION XIII.

SAFETY AND HEALTH TRAINING

The employer will provide adequate and safe equipment and facilities for training and

supervision; teach safety procedures for apprentices on the job; will instruct the apprentice in safe and healthful work practices and will insure that the apprentice is trained in facilities and other environments that are in compliance with the Hawaii Occupational Safety and Health Laws, Apprenticeship Standards, and Apprenticeship Rules and Regulations.

SECTION XIV.

RECORDS AND REPORTS

Apprentices shall be responsible for the completion of records of work experience and related training instruction on forms furnished by the Hawaii Carpenters Apprenticeship and Training Office. **At the end of each calendar month, apprentice(s) shall submit Daily Progress Record (DPR) forms to their employer or supervisor for signature and grading within three (3) days of the following month.** This report, once properly signed, shall then be forwarded to the apprentice's respective JATC training office within ten (10) days of the following month for the month being reported. The record will then become a part of the apprentice's permanent records.

SECTION XV.

RATIO OF APPRENTICES TO JOURNEYWORKERS

In order to insure proper training of apprentices under the guidance of qualified journeyworkers or supervisors, the ratio of apprentices to journeyworkers shall be two (2) apprentices to one (1) qualified journeyworker regularly employed by the subscribing employer.

SECTION XVI.

SCHEDULE OF WORK PROCESSES

- A. The major goal or purpose of the Joint Apprenticeship and Training program is to provide Carpenters, Millwright, and Drywall apprentices, with broad skills to meet the needs of the construction industry. Therefore, contractors specializing in limited areas such as heavy highway construction may subscribe to these standards with the understanding that apprentices with such specialty contractors who have fulfilled the hours of job training so allocated may be released to other work processes upon the request of the apprentice in writing or the apprenticeship program sponsor.

B. WORK PROCESSES FOR CARPENTERS

Hours

1. LAYOUT

Batter boards, partition, doors and windows and box-out in concrete walls.....	500
2. FORM BUILDING	
Build and place straight concrete forms, irregular concrete forms, concrete forms for stairways and floors, wall beams and columns; and dismantling and/or releasing of forms.....	1,500
3. ROUGH FRAMING	
Cottage floor, wall, roof, stair, scaffolding and roof covering.....	2,200
4. OUTSIDE FINISHING	
Application of cornice and wall trim; set doors and window frames; and application of trimming fixtures.....	1,500
5. INSIDE FINISHING	
Application of door and window trim; fit and sand doors and windows; application of baseboards and moldings; construction and setting cases, wardrobes, stair work; flooring; application of hardware and fittings to exterior and interior of building doors and windows.....	1,700
6. GENERAL	
Application of drywall, building and dismantling of scaffolding and temporary job site structures, welding and burning, application of plastics, and other work customarily performed by carpenters but not identified with work processes 1 through 5.....	600
TOTAL HOURS:	8,000

C. WORK PROCESSES FOR DRYWALLERS

To the extent possible, apprentices shall receive job training in Drywall Hanging/Framing, Lath, Acoustic/Ceiling Systems, Spray-on Insulation/Fire Proofing Applicator, and Gypsum Concrete Underlayment to receive a certificate of completion issued by the Department of Labor and Industrial Relations as an all-around wall and ceiling applicator.

To enable the apprentice to qualify at the end of the apprenticeship as a skilled journeyworker, the apprentice shall, during his period of training on the job, work with journeyworkers or supervisors qualified in the processes of the trade and shall receive experience and shall accumulate the hours in the processes of the trade in approximately the following proportions:

1. DRYWALL HANGER/FRAMER	4,000
Methods of handling related materials, Care and use of tools of the trade, Scaffold building; Metal studs, layout and framing of partitions; Measuring, cutting, scribing, cutting outlets, installing corner beads and L-trims; Nail and screw-on application of gypsum board; Suspension system, layout, and framing (ceiling and soffits); Duct shaft - studless and laminated installation, 2-hour systems, and sound	

walls; Use of special tools, lasers, and heavy gauge metal cutters and Welding.

2. LATHER 1,000

NAIL-ON MATERIALS

Rock lath and exterior lathing material; metal lath or any substitute used as base for plaster or acoustical materials; celotex, sheet rock; and gypsum board of all types and cornerites.

CONSTRUCTION ON METAL LATH FOR SUSPENDED ACOUSTICAL SYSTEMS

Hanger installations; carriers and purlins; leveling ceiling; wrapping hangers.

CONSTRUCTION ON METAL LATH AND FOR ALL SUSPENDED ACOUSTICAL SYSTEMS

Arch construction technique of bending iron; installation of channel iron and all metal furring channels used in acoustical systems; erection of columns, pilaster wall typing, and solid partitions; and welding.

CONSTRUCTION ON METAL LATH

Application of metal lath on floors and ceiling; application of metal lath on plastering accessories, columns, pilasters, walls and partitions

INSTALLATION OF METAL PLASTERING ACCESSORIES

Metal corner beads and guards casing beads and plaster stops, picture mold, chair rail, base screed, metal base, ceiling runners or tracks, and similar metal lathing and plastering accessories attached before plastering

GENERAL

Work customarily performed by journey persons of the trade that are not identified above.

3. ACOUSTIC/CEILING SYSTEMS 2,000

Methods of handling related material, Tool maintenance and use; Suspended exposed grid system; Application of staple-on and adhesive for acoustical and wall panels; Concealed systems.

4. SPRAY-ON INSULATION/FIRE PROOFING APPLICATOR 500

Methods of handling materials and equipment; Maintenance and repair of equipment; Scaffold building; Spray-on application - walls, ceiling, and underside of roof; Fire-rated application - walls, columns, ceiling, and underside of roof.

5. GYPSUM CONCRETE UNDERLAYMENT 500

Mixing of material, Install screed and Laser level.

TOTAL HOURS: 8,000

D.	<u>WORK PROCESSES FOR MILLWRIGHTS</u>	<u>Hours</u>
1.	GENERAL KNOWLEDGE Millwright Industry Orientation, MSDS, Ergonomics, Millwright Hand Tools, Millwright Power Tools, Millwright Precision Measuring Tools, Millwright Math, Mechanical Blueprints, Layout Techniques, Bolts and Fasteners, Torquing Thermal Expansion, Lubrication.	500
2.	MACHINE COMPONENTS Sole Plates, Grouting, Bearings, Gaskets and Seals, Drive Systems, Hydraulic and Pneumatic Systems, Industrial Belting, Gearboxes.	2,000
3.	MACHINERY INSTALLATION Basic Machinery Installation, Conveyor Systems, Monorail Systems, Pumps, Air Compressors, Fans, Turbines, Generators, Cranes.	2,000
4.	MACHINERY ALIGNMENT Rim-Face Coupling Alignment, Reverse Dial Coupling Alignment, Vertical Coupling Alignment, Optical Alignment, Electric Micrometer Wire Alignment, Sprocket and Sheave Alignment.	2,000
5.	SUPPLEMENTAL SKILLS UBC Rigging Qualification, Metal Fabrication, Oxygen-Acetylene Cutting, Basic SMAW Welding, Scaffold User.	1,500
	TOTAL HOURS:	8,000

SECTION XVII.

APPRENTICE'S WAGES AND BENEFITS

A. The apprentice's wage and benefits scale shall be not less than:

<u>Period</u>	<u>Work Hours</u>	<u>Journeyworker Hourly Rate</u>
1 st	1 - 1,000	40%
2 nd	1,001 - 2,000	45%
3 rd	2,001 - 3,000	50%
4 th	3,001 - 4,000	60%

5th	4,001 - 5,000	70%
6th	5,001 - 6,000	80%
7th	6,001 - 7,000	90%
8th	7,001 - 8,000	95%

- B. All new applicants, reinstated apprentices, and apprentices transferring into the program from an out-of-state apprenticeship program shall comply with the current Standards for Carpenters, Millwright and Drywallers.
- C. It is understood that no decrease in the rate for a journeyworker shall operate to reduce the wages of an apprentice below the minimum hourly rate prescribed by law.
- D. Whenever credit is given an apprentice for prior training or experience, the apprentice shall receive the corresponding rate under the forgoing wage scale.
- E. The Hawaii Carpenters Apprenticeship and Training Office shall maintain a cumulative total of hours worked by each apprentice and shall notify employers in a timely manner of the 1,000-hour wage and benefits increments when due.
- F. Failure to submit the DPR timely or otherwise, may affect the cumulative hours worked by each apprentice resulting in the delay of wages and benefits.

SECTION XVIII.

RELATED TRADE INSTRUCTION

A. CARPENTER

Each carpenter apprentice shall satisfactorily complete a five-year course of related training instruction consisting of a minimum 615 hours of related trade instruction. Any unexcused absences or failures will be cause for disciplinary action by the JATC. In the event the apprentice fails the same subject twice, his agreement shall be terminated.

CA-A1	Carpentry Tools & Equipment.....	80 hours
CA-A2	Mathematics for Carpenters.....	40 hours
CA-A3	Blueprint Reading Drawing.....	40 hours
CA-A4	Concrete Form Construction.....	80 hours
CA-A5	Level and Transit.....	40 hours
CA-A6	Welding (optional class).....	40 hours
CA-A7	Rough Framing.....	80 hours
CA-A8	Finishing.....	80 hours

CA-A9	Blueprint Reading Estimating.....	80 hours
CA-A13	Metal Framing.....	40 hours
CA-A15	Scaffold Erection.....	40 hours
CA-A70	OSHA.....	10 hours
CA-A71	First Aid/CPR.....	5 hours

TOTAL SCHOOL.....655 hours

Carpenters Apprenticeship and Training Program Minimum..... 615 hours

B. DRYWALL / ACOUSTIC / LATHER

Each drywall apprentice shall satisfactorily complete a four-year course of related instruction consisting of 535 hours of related instruction. Any unexcused absences or failures will be cause for disciplinary action by the JATC. In the event the apprentice fails the same subject twice, his agreement shall be terminated.

DWA1	Fundamentals of Drywall.....	80 hours
DWA5	Basic Blueprint Reading.....	80 hours
DWA2	Advance Drywall.....	80 hours
DWA6	Acoustic Ceiling Application.....	80 hours
DWA8	Advance Blueprint Reading.....	40 hours
DWA9	Advance Layout, Acoustic.....	40 hours
DWA11	Advance Acoustic Application.....	40 hours
CAA13	Metal Framing.....	40 hours
CAA15	Scaffold Construction.....	40 hours
CAA70	OSHA.....	10 hours
CAA71	First Aid/CPR	5 hours

TOTAL..... 535 hours

Drywall / Acoustic / Lather Apprenticeship and Training Program Minimum... 535 hours

C. MILLWRIGHT

Each millwright apprentice shall satisfactorily complete a five-year course of related training instruction consisting of a minimum 615 hours of related trade instruction. Any unexcused absences or failures will be cause for disciplinary action by the JATC. In the

event the apprentice fails the same subject twice, his agreement shall be terminated.

MA-A718	Introduction to the Millwright Trade	40 hours
MA-A716	Machinery Installation.....	40 hours
MA-A734	Introduction to Lifting and Hoisting.....	40 hours
MA-A907	Welding, Cutting & Burning.....	40 hours
MA-A739	MW Mechanical Print Reading.....	40 hours
MA-A908	Machinery Alignment Procedures.....	40 hours
MA-A909	Machinery Alignment Procedures II.....	40 hours
MA-A910	Machinery Alignment Procedures III.....	40 hours
MA-A722	Fabrication.....	40 hours
MA-A725	Machine Shop.....	40 hours
MA-A720	Power Transmission Systems.....	40 hours
MA-A723	Precision Optical Alignment.....	40 hours
MA-A726	Hydraulics / Pneumatics.....	40 hours
MA-A727	Pump Repair.....	40 hours
MA-A730	Advanced Welding.....	40 hours
CAA15	Scaffold Construction.....	40 hours
CAA70	OSHA.....	10 hours
CAA71	First Aid/CPR	5 hours

TOTAL..... 655 hours

Millwright Apprenticeship and Training Program Minimum... 655 hours

- D. Unexcused absences of more than eight (8) hours per semester by an apprentice may result in failure of the course.
- E. Attendance at related instructional classes shall not be considered hours worked when conducted outside of working hours, and the apprentice shall not be paid for time spent in

such classes.

- F. The employer shall cooperate in obtaining the apprentice's compliance with related training instructional requirements.

SECTION XIX.

CANCELLATION OF AGREEMENT

- A. During the period of probation, the Director of the Department of Labor and Industrial Relations shall cancel an Apprenticeship Agreement at the written request of any pertinent party thereto. The request shall state the reason for cancellation.
- B. After the period of probation, the Director of the Department of Labor and Industrial Relations may cancel an apprenticeship agreement, (1) upon agreement of the parties thereto, (2) at the request of the apprentice, (3) upon recommendation by the Joint Apprenticeship Committee, for good cause, after issuing due notice to the apprentice and a reasonable opportunity for corrective action, or (4) for good cause on the director's own motion after giving all parties notice and opportunity to be heard.

SECTION XX.

SETTLEMENT OF DIFFERENCES

The services of the Administrator of Apprenticeship may be utilized for consultation regarding differences arising out of the terms an agreement entered into under these standards. Any such difference or disagreement which is not covered by a collective bargaining agreement may be submitted to the Director of the Department of Labor and Industrial Relations - Workforce Development Office for final decision.

SECTION XXI.

TRANSFERS

If an employer is unable to fulfill the obligations under the Apprenticeship Agreement, the employer's training obligation may be transferred to another employer with the consent of the Joint Apprenticeship and Training Committee, with full credit to the apprentice for satisfactory time and training earned.

SECTION XXII.

SUPERVISION

- A. An employer shall designate a person who will be responsible for the supervision and training of apprentices in accordance with the schedule of work processes.
- B. Work hours of the apprentice shall not exceed those for journeyworkers.

SECTION XXIII.

REGISTRATION AGENCY

The registration agency is the Department of Labor and Industrial Relations - Workforce Development Division, 830 Punchbowl Street, Honolulu, Hawaii 96813.

SECTION XXIV.

COLLECTIVE BARGAINING AGREEMENT

Nothing in these standards shall nullify or supersede the terms and conditions of the collective bargaining agreement between any parties to these standards provided that the provisions of the collective bargaining agreement comply with Federal and State Laws pertaining to apprenticeship.

SECTION XXV.

CERTIFICATE OF COMPLETION

Upon the satisfactory completion of apprenticeship under the conditions of these standards and the recommendation of the Joint Apprenticeship and Training Committee, apprentices shall be awarded a certificate by the Department of Labor and Industrial Relations - Workforce Development Division and countersigned by the Chairperson of the Joint Apprenticeship and Training Committee or the Director of Apprenticeship and Training.

SECTION XXVI.

CANCELLATION / DEREGISTRATION OF APPRENTICESHIP PROGRAM

Cancellation/Deregistration of the program may be affected upon the voluntary action of the Committee by request for cancellation of the registration, or upon reasonable cause by the Department of Labor and Industrial Relations - Workforce Development Division instituting formal deregistration procedures.

SECTION XXVII.

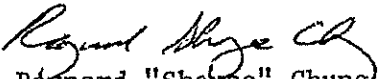
FEDERAL AND STATE LAWS

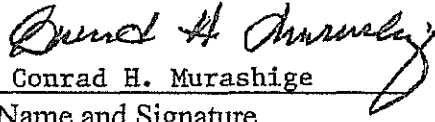
The standards shall comply with Federal and State Laws, and Apprenticeship Administrative Rules.

SECTION XXVIII.

ADOPTION AND APPROVAL OF APPRENTICESHIP STANDARDS

The revised Standards of Apprenticeship for Carpenter, Drywall, Acoustic, and Lather Workers, and Millwright are hereby agreed to and adopted as revised by the Joint Apprenticeship and Training Committee this 16th of September, 2019, and submits these Standards of Apprenticeship for approval.


Raynard "Shayne" Chung
Name and Signature
Chairperson


Conrad H. Murashige
Name and Signature
Secretary, JATC

APPROVED:

Signature: 
SCOTT MURAKAMI

Title: Director, DLIR

Date: OCT 1 2019

Apprenticeship and Training Headquarters & Business Offices

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