



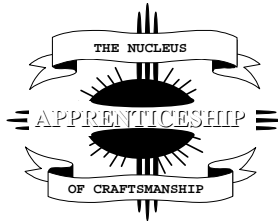
STANDARDS OF APPRENTICESHIP
Adopted by

OREGON COLUMBIA TILE TRADES JATC

(sponsor)

<u>Skilled Occupational Objective(s):</u>	<u>SIC #</u>	<u>SOC #</u>	<u>SYMBOL</u>	<u>SUFFIX</u>	<u>Term</u>
Tile Trades Setter	1743	47-2044	0573	100	6,000 hours

MA#	1280	SOC Title	Tile and Marble Setters	License	N/A
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APPROVED BY THE
Oregon State Apprenticeship and Training Council
REGISTERED WITH THE
Apprenticeship and Training Division
Oregon State Bureau Labor and Industries
800 NE Oregon Street
Portland, Oregon 97232

APPROVAL:

September 20, 2007

Initial Approval Date

By:

BRAD AVAKIAN

Chairman of Council

September 15, 2011

Last Date Revised

By:

STEPHEN SIMMS

Secretary of Council

March 17, 2011

Committee Amended Date

APPRENTICESHIP STANDARDS

The Oregon State Apprenticeship and Training Council (OSATC) has the authority to develop, administer, and enforce apprenticeship program standards (Standards) for the operation and success of an apprenticeship or on-the-job-training program in the State of Oregon. Apprenticeship programs and committees function to administer, exercise or relinquish authority only with the consent of the OSATC and only apprentices registered with or recognized by the Oregon State Bureau of Labor and Industries (BOLI), Apprenticeship and Training Division (ATD) will be recognized by the OSATC. Parties signatory to these apprenticeship standards declare that their purpose and policy is to establish and sponsor an organized system of registered apprenticeship and training education.

These Standards are in conformity with and are to be used in conjunction with the Apprenticeship Rules, Chapter 839-011 OAR (Oregon Administrative Rules); Apprenticeship and Training Statutes, Chapter 660 ORS (Oregon Revised Statute); The National Apprenticeship Act, 29 U.S.C. (United States Code) 50; Apprenticeship Programs, Title 29 Part 29 CFR (Code of Federal Regulations); and Equal Employment Opportunity in Apprenticeship and Training, Title 29 Part 30 CFR which collectively govern the employment and training in apprenticeable occupations. They are part of the apprenticeship agreement and bind all signers to compliance with all provisions of registered apprenticeship.

If approved by the council, such amendment(s) and such changes as adopted by the council shall be binding to all parties on the first day of the month following such approval. Sponsors shall notify apprentices and training agents of changes as they are adopted by the council. If and when any part of these Standards becomes illegal, as it pertains to federal and/or state law, that part and that part alone will become inoperative and null and void, and the Bureau of Labor and Industries (BOLI) may recommend language that will conform to applicable law for adoption by the OSATC. The remainder of the Standards will remain in full force and effect.

See ORS Chapter 660 & OAR 839-011 for the definitions necessary for use with these Standards.

Sections of the standard inside of a border are specific to the individual standard and may be modified by the sponsor by submitting a revised standard for approval by the Oregon State Apprenticeship and Training Council. All other sections of the standard are boilerplate and may only be modified by the Council.

I. GEOGRAPHIC AREA COVERED:

The sponsor only has authority to recognize training agents (employers) that maintain their principal place of business inside of the geographical area covered by these standards. Training agents that maintain their principal place of business outside of the geographical area covered by this standard may only be recognized as traveling training agents when working in geographic area covered by this standard. The Sponsor will ensure compliance with the provisions for traveling training agents and of any Reciprocity Agreement recognized by the OSATC. (See ORS 660.137 / OAR 839-011-0260 / OSATC Policy # 16)

The geographic area covered by these standards shall be Multnomah and Washington Counties in the State of Oregon.

II. MINIMUM QUALIFICATIONS:

Minimum qualifications must be clearly stated and applied in a nondiscriminatory manner (See ORS 660.126 (1b)). Documentation must be provided for all minimum qualifications:

Age: Minimum Age for Registrants, 18
 Education: N/A
 Physical: N/A
 Testing: N/A
 Other: N/A

Note: See Section X, items 6, 7 & 8 for employment and school requirements

III. CONDUCT OF PROGRAM UNDER OREGON EQUAL EMPLOYMENT OPPORTUNITY IN APPRENTICESHIP PLAN (OAR 839-011-0200):

Standards must include the Oregon Equal Employment Opportunity in Apprenticeship and Training Pledge (See OEEOA Section 4)

THE SPONSOR HEREBY ADOPTS:

"The recruitment, selection, employment and training of apprentices during their apprenticeship shall be without discrimination because of race, sex, color, religion, national origin, age, disability or as otherwise specified by law. The sponsor shall take positive action to provide equal opportunity in apprenticeship and will operate the apprenticeship program as required by the rules of the Oregon State Apprenticeship and Training Council and Title 29, Part 30 of the Code of Federal Regulations."

Sponsors with five (5) or more apprentices in an apprenticeable occupation must adopt an Equal Employment Opportunity Plan and Selection Procedures and submit the plans for Council approval. (See OAR 839-011-0200 / Sections 5 & 6 of the Oregon Equal Employment Opportunity in Apprenticeship (OEEOA) / Council policy # 23).

A. SELECTION PROCEDURES:

The committee shall select apprentices from a pool of eligible applicants according to the following procedure: (ORS 660.137 (3) / OEEOA section 6)

1. All out of work apprentices in good standing will be offered the opportunity for re-employment prior to new applicants being registered in conformance with the committee's approved initial employment policy.
2. A ranked pool of eligibles will be established consisting of applicants who meet the following criteria:
 - a. Qualified applicants who have completed, in good standing, this committee's Tile Trades Finisher program; and,
 - b. Qualified applicants admitted through an open application.
3. Establishment of the Pool
 - a. Journey-level Tile Trades Finishers described in paragraph 2, a., this section, above, who, at any time, submit an application, on a form provided by this committee, will be placed at the top of the ranked pool of eligibles according to the date the committee received the completed application.
 - b. When an apprenticeship opportunity becomes available, the top individual in the ranked pool will be contacted. If that person declines to accept the referral, they will be placed at

the bottom of the ranked pool and the next individual will be contacted.

- c. Training agents, who have been registered to these standards in excess of 30 days, will have first opportunity to indenture any current employee in the ranked pool whose placement was gained by completion of the Sponsor's Finisher program. If that employee selected is below the top of the ranked pool, prior to approval of a registration agreement, the committee shall address in its minutes, the impact, if any, on the Committee's Affirmative Action Plan, its Goals and Timetables, and the Equal Opportunity Pledge.
4. Open applications
 - a. When the ranked pool of eligibles is too small to adequately address the needs of the program, the committee will open for applications from the general public in a manner consistent with Oregon Statutes, Rules, the sponsor's procedures and these Standards.
 - b. Qualified applicants who fail to meet the criteria established in paragraph 2, a., this section, above, but apply pursuant to an Open Application notice shall be placed at the bottom of the Pool of Eligibles.
 - c. An application period may be for multiple months and may specify specific days for application distribution.
 - d. Applicants may submit a single application during each opening period
 - e. All supporting documentation must be received by the 5th business day following submission of the application.
 - f. Applications received through the close of business on the last day of each month will be evaluated within the first 5 business days in each successive month.
 - g. Applicants meeting minimum qualifications will be placed on the Qualified Applicant list
 - h. Qualified applicants must attend and complete the sponsors' mandatory trade orientation and safety training course unless the applicant has successfully completed the course within the 12 months immediately preceding the date of application.
 - i. Qualified Applicants who complete the trade orientation and safety training course will be granted an interview.
 - j. Not less than 5 business days after completion of the sponsor's trade orientation / safety class, the qualified applicant will receive a score based upon the attached Application Point System. This score, combined with the structured interview, will determine the applicant's placement in the Ranked Pool of Eligibles.
 5. Pool of Eligibles
 - a. In accordance with the Committee's Initial Employment Policy, scored applicants will be placed in the Ranked Pool of Eligibles and subsequently offered employment in descending order based on their application.
 - b. It is the responsibility of the applicant to keep the committee informed of any address or phone number changes as outlined in the committee's Initial Employment Policy.
 - c. Applicants placed on the Qualified Applicant List and/or the Ranked Pool of Eligibles will be removed under the following circumstances:
 - i. The applicant has been on either list for two years without being advanced to the next step in the application process.
 - ii. An applicant has failed, within two months of the initial invitation, to complete the Sponsor's trade orientation / safety course.
 - iii. The applicant has requested removal from the list.
 - iv. The applicant has failed to respond to the committee and/or improperly refused employment under the committee's Initial Employment Policy.
 - d. Applicants removed from any list will be notified, in writing, of the reason(s) for removal and of their appeal rights.

6. EXCEPTIONS

Conditions applicable to exercise of exceptions:

- Applicants entering through an exception, and before beginning employment, must complete, or have completed within the previous 12 months prior to the date of indenture, the Sponsor's trade orientation and safety course or its equivalent.
- Each apprentice registered under an exception will complete all related / supplemental instruction curricula in these Standards except insofar as credit may be given for the same or similar validated curricula completed prior to registration to these standards.
- Applicants entering through an exception will be registered and placed at the bottom of the out-of-work list except registrants admitted under exception 3.
- Prior to grant of entry through an exception, the Committee will evaluate each such proposed registration and determine if the action is in consonance with the Equal Employment Opportunity Pledge, and whether the action aids or impedes implementation of its Affirmative Action Plan and its Goals and Timetables.

1. TRANSFER APPRENTICE

Upon the following terms, the committee shall, at any time, allow application for transfer of currently registered apprentices from other programs:

- The applicant, within the preceding 90 days, has made no other application for admission to this program;
- Application for admission has been made on a form obtained from the committee and signed by the applicant;
- The applicant has not been dismissed for cause from any program within the preceding 90 days;
- The applicant meets the program Minimum Qualifications;

2. EXPERIENCED APPRENTICE

Experienced apprentices who have earned at least 1,000 OJT and 70 related training hours in a registered Tile Setter or Finisher apprenticeship program within the last five (5) years shall be permitted to return or enter the program. Application for re-entry can be made prior to any regularly scheduled meeting. Completed applications, along with verifiable documentation, will be considered.

The experienced apprentice must have been canceled in good standing from the prior program and meet the current minimum qualifications. The application of the experienced apprentice will be rated using the attached scoring system. That score will determine placement in the existing ranked pool of eligibles. When indentured by the committee, the experienced apprentice will, as far as practical, be allowed to continue training at a term commensurate with documented skill, education and experience.

Each apprentice registered under this exception will complete all related / supplemental instruction curricula in these Standards except insofar as credit was given for the same or similar validated curricula already completed.

The applicant will be registered and placed at the bottom of the out of work list.

The Committee will evaluate each registration to the program under this procedure and address in its Minutes, the impact, if any, on the Committee's Affirmative Action Plan, its Goals and Timetables, and Equal Employment Opportunity Pledge.

3. NEW TRAINING AGENT

An employer, which for two (2) consecutive years preceding its application for Training Agent status with this Committee has trained no registered Tile Trade apprentice, will be allowed to promote to the position of Apprentice those full time employees who have been

- in their employ for a minimum of five hundred (500) hours, and
- meet the minimum qualifications.

Applicants who enter under this exception must sign a registration agreement with this committee within 30 days subsequent to the Training Agent's recognition and approval by the Committee.

12. VETERANS ENTRY

Upon the following terms, the committee shall, at any time, consider an application for admission from a Veteran of the United States armed forces:

- The applicant must meet the minimum qualifications of this program;
- The applicant must have been a member of the Regular Service, discharged within the preceding 24 months, and possess a DD-214 indicating an Honorable Discharge;
- Or, the applicant must have been a member of the Selected Reserve, or Individual Ready Reserve, discharged within the preceding 24 months and possess a DD-214 indicating an Honorable Discharge;
- Or, the applicant must have been a member of the National Guard, discharged within the preceding 24 months and possess a DD-214 indicating an Honorable Discharge.

B. EQUAL EMPLOYMENT OPPORTUNITY PLAN:

1. A sponsor's commitment to equal opportunity in recruitment, selection, employment and training of apprentices shall include the adoption of a written affirmative action plan. (See OAR 839-011-0200 / OEEOA sections 5 a, b and c)
2. In addition the sponsor will set forth the specific steps that it will take under this plan, review and update the specific steps that it will take to implement the plan at least yearly and submit the updated steps to the Apprenticeship and Training Division (ATD) for review and approval. (OEEOA section 5 & 8)
3. Numerical goals and timetables for the selection of minority and female apprentices shall be included with the sponsor's annual updated steps. (OEEOA section 5 & 8)
4. The sponsor hereby adopts the following activities in order to enable it to meet its affirmative action obligations.

5.

1: DISSEMINATE INFORMATION

Dissemination of information concerning the nature of apprenticeship, requirements for admission to apprenticeship, availability of apprenticeship opportunities, sources of apprenticeship application, and the equal opportunity policy of the sponsor. For programs accepting applications only at specified intervals, such information shall be disseminated at least 30 days in advance of the earliest date for application at each interval. For programs customarily receiving applications throughout the year, such information shall be regularly disseminated but not less than semiannually. Such

information shall be given to Council, local schools, employment offices, women's centers, outreach programs and organizations that can effectively reach women and minorities, and shall be published in newspapers circulated in the minority community and among women, as well as the general areas in which the sponsor operates.

2: PARTICIPATE IN ANNUAL WORKSHOPS

Participate in annual workshops to familiarize educators, career counselors, employment service representatives, and other appropriate personnel with apprenticeship in general as well as current opportunities.

3: PREPARE STUDENTS FOR ENTRY INTO APPRENTICESHIP

Cooperate with local schools and vocational education systems to develop programs for preparing students to meet the standards and criteria required to qualify for entry into apprenticeship programs.

4: INTERNAL COMMUNICATION

Communicate the equal opportunity policy in a manner to foster understanding, acceptance and support among the committee's members, training agents, and apprentices and to encourage those people to take the action necessary to meet the committee's affirmative action commitments.

5: OUTREACH

Engage in outreach programs for the positive recruitment and preparation of potential applicants for apprenticeship. The committee will identify other apprenticeship program sponsors and community organizations with whom they may collaborate. The sponsor will seek out and support programs to prepare and encourage women to enter traditionally male occupations.

7: UTILIZE JOURNEY WORKERS IN AFFIRMATIVE ACTION

Include journey level workers in the implementation of the affirmative action plan.

C. DISCRIMINATION COMPLAINTS:

1. Any apprentice or applicant for apprenticeship who believes they have been discriminated against with regards to apprenticeship by the committee may file a complaint. (See OAR 839-011-0200 / OEEOA Section 11)
2. The basis of the complaint may be:
 - a. Discrimination on the basis of race, sex, color, religion, national origin, age, disability or as otherwise specified by law by a sponsor or a sponsor's program
 - b. The equal employment opportunity plan has not been followed; or
 - c. The sponsor's equal employment opportunity plan does not comply with the requirements of the Oregon Equal Employment Opportunity in Apprenticeship Plan.
3. Any such complaint must be filed with the Director of the Apprenticeship and Training Division (Secretary of the OSATC) in writing within 180 days of the alleged illegal discrimination or specified failure to follow the equal opportunity requirements.

4. The written complaint must include the name, address and telephone number of the person allegedly discriminated against, the sponsor involved and a description of the circumstances of the complaint.
5. For complaints dealing with program operations see section X of this document.

IV. TERM of APPRENTICESHIP:

1. The term of apprenticeship will not be less than 2,000 hours of work experience in the apprenticeable occupation identified in this Standard. (See ORS 660.126 (d))
2. The term of apprenticeship must be stated in hours unless otherwise required by a collective bargaining agreement, civil service or other governing regulation. (See ORS 660.126)
3. The sponsor may accelerate, by an evaluation process, the advancement of apprentices who demonstrate abilities and mastery of the occupation to the level for which they are qualified. (See ORS 660.137 (4))
4. When the apprentice is granted advanced standing, the employer must pay the apprentice at the appropriate wage per the wage progression schedule specified in these standards. (See ORS 660.142)

NOTE: In licensed occupations the apprentice must complete the minimum hours of documented legal experience.

The term of apprenticeship shall be 6,000 hours of employment.

V. INITIAL PROBATIONARY PERIOD:

1. All apprentices are subject to an initial probationary period, stated in hours of employment during this time; an apprenticeship agreement may be terminated without cause. It is the period following the effective date of the apprentice's current registration into the program and during which the apprentice's appeal rights are restricted. (See ORS 660.126 (1g))
2. The initial probationary period must be reasonable in relationship to the full term of the apprenticeship unless otherwise required by Civil Service, CBA or law. (The registration agency recommends that this not exceed twenty percent (20%) (See ORS 660.126 (1g))
3. During the initial probationary period either party to the agreement may terminate the apprenticeship agreement upon written notice to the Apprenticeship and Training Division of the Oregon Bureau of Labor and Industries. (See ORS 660.126 (1g) & ORS 660.060 (6))
4. An appeal process is available to apprentices who have completed the initial probationary period. (See ORS 660.060 (6) & (7) and section X of this standard)

The probationary period shall be the first 1,200 OJT hours of employment after the current registration to this standard. (See ORS 660.126 (g))

VI. RATIO OF APPRENTICES TO JOURNEY LEVEL WORKERS:

1. There shall be a maximum numeric ratio of apprentices to journey-level workers consistent with proper supervision, training, safety and continuity of employment. (See ORS 660.126 (1f))
2. The ratio shall be specifically and clearly stated as to its application to the job site, workforce, department, shift, plant or combination therein. (See ORS 660.126 (1f))
3. The Sponsor will assure that apprentices are under the supervision of competent and qualified journey-level workers on the job who are responsible for the work being performed, to ensure safety and training in all phases of the work. (See ORS 660.126 (1f), OAR 839-011-0140 (2g), OAR 839-011-0360)

The ratio of apprentices to journey-level worker shall not be more than one (1) apprentice to the first one (1) journey-level worker on the jobsite . Additional apprentices are authorized at a ratio of one (1) apprentice for each additional three (3) journey-level worker(s). (See ORS 660.126 (f))

VII. APPRENTICE WAGES and WAGE PROGRESSION:

1. The apprentice shall be paid according to a progressively increasing schedule of wage based on specified percentages of the average journey-level wage consistent with skills acquired. (See ORS 660.126 (1h))
2. Wage progressions shall be indicated in hourly or monthly periods (the registration agency recommends the use of hour periods) set by the Sponsor. (See ORS 660.126 (h))
3. The entry wage will not be less than the federal or state minimum wage rate, whichever is higher. (See ORS 660.142 (4))
4. The wage listed in this standard at all periods establishes a minimum and a higher wage may be required by other applicable federal law, state law, respective regulations, or by a collective bargaining agreement. (See ORS 660.126 (1h), ORS 660.137 (6), ORS 660.142 & OAR 839-011-140 (2f))
5. The sponsor must re-determine the average journey-level wage at least annually and submit the new average journey wage to the Director of the Apprenticeship and Training Division with a statement explaining how such determination was made and the effective date of the new average journey wage. (See ORS 660.137 (6))
6. Upon approval by the Director, the Division will notify all training agents and apprentices of the new wage. (See ORS 660.142 (2))

The average wage for those journey-level workers employed by the participating employers in this occupation on **November 1, 2010** is \$ **23.77** per **hour** .

Period	Number of required hours	% of the journey level rate
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1	0-1,000	65
2	1,001-2,000	70
3	2,001-3,000	75
4	3,001-4,000	80
5	4,001-5,000	85
6	5,001-6,000	95

VIII. WORK PROCESSES:

1. The apprentice shall receive the necessary instruction and experience to become a journey-level worker versed in the theory and practice of the occupation. (See ORS 660.155 / ORS 660.157 / OAR 839-011-0360)
2. The following is a condensed schedule of work experience that every apprentice shall follow as closely as conditions will permit. (See ORS 660.126 (1c) OAR 839-011-0360; OAR 839-011-0140)

NOTE: In licensed occupations apprentices must complete the minimum required total hours prior to being referred to the license examination.

Work processes	Approximate hours
Install metal Lath, floating walls	100
Check for level, plumb, square & layout dimensions	800
Install Portland cement mortar beds	600
Level underlayment	
Achieve proper slope	
Install tile with epoxy or furnane systems	100
Install tile in fresh mortar or mastic	3000
Install crack membrane and waterproof membrane	800
The committee will assign, with specificity, additional work process hours based upon the needs of the apprentice.	600
TOTAL	6,000

NOTE: The committee realizes that the completion of 6,000 hours of on-the-job training is the ideal, but recognizes that most apprentices will not be able to fulfill the total amount of hours specified in every work process as set forth in this standard. When an apprentice is unable to fulfill the total work hours in each work process the committee will evaluate the apprentice's knowledge, skills and abilities and provide appropriate additional related instruction to assure that competency is acquired in each work process. The evaluation and summary of the additional instruction will be noted in the apprentice's file.

IX. RELATED/SUPPLEMENTAL INSTRUCTION:

1. The apprentice must attend related/supplemental instruction for at least 144 hours per year unless otherwise stated in this standard. Time spent in related/supplemental instruction will not be considered as hours of work, and the apprentice is not required to be paid for time so spent. (See ORS 660.126 (1e))

2. The Committee must provide for instruction of the apprentice during the related/supplemental instruction in safe and healthful work practices in compliance with the Oregon OSHA regulations and applicable federal and/or state regulations. (See ORS 660.137)
3. In case of failure on the part of any apprentice to fulfill the related instruction obligation, the sponsor has the authority to withhold the apprentice's periodic wage advancement; or with a reasonable opportunity to remedy deficiencies, suspend, or cancel the Apprenticeship Agreement. (See ORS 660.157 (4))
4. Clock hours of actual attendance by the apprentice in related/supplemental instruction classes at the community college, training trust or other approved training provider shall be documented and tracked by the Committee. (See ORS 660.157 (2a))
5. Related instruction activities must be at the direction of a qualified instructor. (See ORS 660.157 (3))

Methods of related/supplemental training must consist of one or more of the following: (See ORS 660.157)

- f. Northwest College of Construction

A minimum of 144 hours of related training shall be required during each year for the first three (3) years that the apprentice is registered in the program. During each subsequent year, a minimum of 40 hours of related training shall be required. (See ORS 660.126 (e))

The following is a summary of related instruction including required class hours in each element of instruction. A committee may establish and submit clear objectives and outcomes in lieu of hours for each class subject. (See ORS 660.157)

Related training must cover the following subjects and must be completed with a grade of 'C' or better for graded classes or 'Pass' for non-graded classes.

Course	Hours
TS 101	16
Personal Protective Equipment	
Responsibilities of the Apprentice Tiler	
Lifting Basics	
Material Safety Data Sheets: The Basics	
Practicum:	
F102-03 Dryset Mortar or Latex Portland Cement Mortar, Floors Exterior	
F113-03 Dryset Mortar or Latex Portland Cement Mortar, Floors Interior	
TS102	16
Reading and Understanding Material Safety Data Sheets	

	Ceramic Tile Finishes, Sizes, and Shapes Material Handling Practicum: F142-03 Organic Adhesive over Wood Subfloors, Interior Residential Traffic F144-03 Dry-Set Mortar / Latex-Portland Cement Mortar over Cementitious Backer Units on Plywood Subfloor, Floors Interior	
TS103		16
	Ceramic Tile in History Ceramic Tile in Construction Practicum: W202-03 Dry-Set Mortar / Latex-Portland Cement Mortar over Cementitious Backer Units on Plywood Subfloor, Floors Interior W223-03 Organic Adhesive Over Solid Backing, Interior Walls	
TS104		16
	Product Identification and Application Reference Guides for the Installation of Ceramic Tile Basic Math Practicum: W242-03 Organic Adhesive on Gypsum Board over Metal Studs, Interior Walls W242-03 Dryset Mortar or Latex-Portland Cement Mortar over Gypsum Board on Wood or Metal Studs, Interior Walls	
TS105		16
	Guidelines for Selecting and Using Notched Trowels Basic Layout: Floor Basic Layout: Wall Communication Skills Practicum: B413-03 Latex-Portland Cement Mortar or Organic Adhesive over Water- Resistant Gypsum Board on Wood or Metal Studs B420-03 Shower Receptors, Walls over dry, wood studs, furring or metal studs	
TS106		16
	Responsibilities of the Apprentice Tiler Eye Safety Hand Safety Practicum: F112-03 Cement Mortar Bonded Over Concrete Subfloor, Floors Interior F143-03 Epoxy Mortar and Grout Over Interior Wood Subfloors	
TS107		16
	Reading the MSDS Ceramic Tile Finishes Sizes and Shapes Material Handling Practicum: B412-03 Dryset or Latex-Portland Cement Mortar Over Cementitious Backer Unit on Wood or Metal Studs, Bathroom Walls B415-03 Cementitious Backer Units over Wood or Metal Studs, Shower Receptors and Walls	
TS 108		16
	Product Identification and Application Tools Used by the Tiler	

	Spoken Communication	
	Practicum:	
	C512-03 Organic Adhesive and Epoxy Adhesive over Plywood on Countertops	
	C513-03 Cementitious Backer Units over Wood Base on Countertops	
TS109		16
	Basic Math	
	Basic Layout	
	Practicum:	
	F116-03 Organic Adhesive over Wood Subfloors, Interior Residential Traffic	
	F131-03 Epoxy Mortar and Grout over Concrete Subfloors	
TS201		16
	Responsibilities of the Apprentice Tilesetter	
	Material Safety Data Sheets: The Basics	
	Reading and Understanding Material Safety Data Sheets	
	Practicum:	
	F141-03 Cement Mortar over Wood Subfloor, Floors Interior	
	F101-03 Cement Mortar Bonded over Concrete Slab, Floors Exterior	
TS202		16
	Using Ladders and Scaffolding Safely	
	Using Power Tools Safely	
	Practicum:	
	F201-03 Cement Mortar over Concrete or Masonry, Walls Interior and Exterior	
	W211-03 Cement Mortar Bonded to Concrete or Masonry, Walls Interior and Exterior	
TS203		16
	Fire Safety on the Jobsite	
	Effective Communication: Surviving Evaluations	
	Practicum:	
	W221-03 Cement Mortar over Solid Backing, Walls Interior	
	W222-03 Cement Mortar over Solid Backing, Walls Interior	
TS204		16
	Effective Communication: Controlling Confrontations	
	Ceramic tile Finishes, Sizes, and Shapes	
	Practicum:	
	B411-03 Cement Mortar over Wood, Metal Studs, or Furring, Walls Interior	
TS205		16
	Product Identification	
	Layout	
	Practicum:	
	B414-03 Cement Mortar over Wood or Concrete Subfloors, Shower Receptors and Walls	
TS206		16
	Foot Safety	
	Basic Jobsite First Aid	
	Practicum:	
	W241-03 Cement Mortar over Metal Studs, Walls interior	
	C511-03 Cement Mortar over Wood Base on Countertops	
TS207		16
	Reading the MSDS	

	Effective Communication: Clear and Accurate Writing Practicum: F115-03 Dryset Mortar Bonded over Concrete Subfloor with Epoxy or Furan Grout, Floors Interior F121-03 Cement Mortar Bonded over Concrete or Wood Subfloor with Waterproof Membrane, Floors Interior	
TS 208	Nonverbal Communications Basic Math Practicum: F132-03 Epoxy Mortar and Grout over Mortar Bed F111-03 Cement Mortar over Cleavage Membrane, Floors Interior	16
TS209	Trim Shape Review Construction Specifications Practicum: TR712-03 Ceramic Tile over Existing Ceramic Tile, Floors Interior TR713-03 Ceramic Tile over Existing Ceramic Tile, Walls Interior	16
TS301	Responsibilities of the Apprentice Tiler Practicum: F114-03 Cement Mortar over Concrete Subfloor with epoxy or Furan Grout, Floors Interior F122-03 Thinset with Waterproof Membrane, Floors Interiors Interior	16
TS302	Personal Protective Equipment Review Protective Equipment You Need Practicum: F103-03 Reinforced Cement Mortar Bed over Filter Fabric, Drainage Layer and Roof Membrane, Roofs and Decks Exterior S151-03 Cement Mortar over Concrete, Metal, or Wood Stairs, Interior or Exterior	16
TS303	Lifting Review Practicum: C311-03 Ceramic Tile on Ceilings and Soffits over a Mortar Bed, CBU'S, Concrete or Masonry, or Metal Lath Attached to Wood Joists. C312-03 Ceramic Tile on Ceilings and Soffits on Gypsum Board over Wood or Metal Framing.	16
TS304	Material Safety Data Sheets Review Reading and Understanding Material Safety Data Sheets Practicum: TR 418-03 Shower Receptor Renovation, Cement Mortar P601-03 Interior and Exterior Swimming Pools	16
TS305	Basic Construction Drawing Reading Practicum: R612-03 Cement Mortar in Refrigerator Rooms over Insulation	16
TS306	Basic Layout: Square Layout for Floor	16

	Basic Layout: Centering a Wall Practicum: EJ171-03 Placement, Width, Preparation, and Materials for control, and Expansion Joints for Interior and Exterior W231-03 Cement Mortar over Wood Studs or Furring, Walls Interior	
TS307		16
	Basic Layout: L-Shaped Room Layout: Inter-Connecting Rooms Practicum: W244-04 Cementitious Backer Units over Wood or Metal Studs, Interior Walls	
TS 308		16
	Construction Specifications Practicum: B414-03 Cement Mortar over Wood or Concrete Subfloors, Shower Receptors and Walls	
TS309		16
	Basic Construction Drawing Reading Practicum: B417-03 Tile Tubs and Fountains	
		TOTAL 432

X. ADMINISTRATIVE/DISCIPLINARY PROCEDURES:

See: ORS 660.120 OAR 839-011-0073

1. Local committee rules or policies and any employment requirement such as driver's license, drug test etc. will be located in this section.
2. The committee may include provisions for committee-imposed "disciplinary probation," which is a time assessed when the apprentice's progress is not satisfactory; a "disciplinary probation" may only be used to provide an opportunity for the apprentice to correct deficiencies and cannot affect the apprentice's appeal rights after the initial probation is completed. (See ORS 660.137 (4))
3. During disciplinary probation the committee may withhold periodic wage advancements, suspend or cancel the apprenticeship agreement, or take other disciplinary action. (See ORS 660.137 (4))
4. The apprentice has the right to file an appeal of the committee's disciplinary action with the Director of the Apprenticeship and Training Division. (See ORS 660.137 (4))
5. Complaint and Appeal Procedures:
 - a. Each committee shall adopt and submit complaint review procedures for Division approval.
 - b. All approved committees are expected to administer the program's approved complaint review process in a fair and consistent manner. (See ORS 660.120, ORS 660.060 & OEEOA Section 9)
 - c. Complaints that involve matters covered by a collective bargaining agreement are not

- subject to the complaint review procedures in this section. (See ORS 660.126 (2))
- d. After the initial probationary period the apprenticeship agreement may be canceled by a written request from the apprentice. (See ORS 660.126 (1g) ORS 660.060 (7))
 - e. After the initial probationary period the committee may only suspend, cancel or terminate the apprentice agreement for good cause, which includes but is not limited to: failure to report to work, nonattendance at related instruction, failure to submit work progress reports and lack of response to committee citations. (See ORS 660.060 (7))
 - i. Due notice and a reasonable opportunity for correction must be provided to the apprentice.
 - ii. Upon suspension a written notice must be provided to the apprentice and to the Apprenticeship and Training Division.
 - iii. Upon cancellation a written notice must be provided to the apprentice and to the Apprenticeship and Training Division.
 - f. Each committee shall utilize the following procedures and time lines for disciplinary action (cancellation or termination). Committees may adopt and submit alternate complaint procedures for Division review and approval providing the procedures are reasonably expected to offer equal protection to the apprentice. (See ORS 660.060 (8))
 - i. At least 22 days prior to potential disciplinary action by a committee
 - o The committee must notify the apprentice in writing of alleged reason for the proposed disciplinary action and potential action to be taken if the allegation is substantiated
 - o The decisions are effective immediately upon committee action
 - o The committee will send written reason(s) for such action to the apprentice by registered or certified mail and will include the appeal rights of the apprentice
 - ii. Within 30 days of receipt of committee decision the apprentice may request reconsideration of the action taken by the committee
 - o The apprentice's request for the local committee to reconsider their disciplinary action must be submitted in writing and must include the reason(s) the apprentice believes the committee should reconsider the disciplinary action.
 - iii. Within 30 days of apprentice's request for reconsideration
 - o The local committee must provide written notification of their final decision including the appeal rights of the apprentice if the committee upholds its decision on the disciplinary action
 - g. If the apprentice chooses to pursue the complaint further
 - i. Within 30 days of notification of the committee's final action
 - o The apprentice must submit the complaint describing in writing the issues associated with the disciplinary action to the Director of the Apprenticeship and Training Division
 - o The apprentice must describe the controversy and provide any backup information
 - o The apprentice must also provide this information to the local

committee/organization

- ii. Within 60 working days the Director of the Apprenticeship and Training Division will complete a review of the record
 - o If no settlement is agreed upon during review, the Director must issue a non-binding written decision resolving the controversy.
 - h. If the apprentice or local committee disputes the Director's decision
 - i. Within 30 days of Director's decision the dissenting party must submit a request for the OSATC to hear its case
 - o Request must be in writing
 - o Must specify reasons supporting the request
 - o Request and supporting documents must be given to all parties
 - o OSATC Rules and Policy Sub-Committee conducts hearing within 45 days and reports its findings to the next regular quarterly meeting of the OSATC
 - o The OSATC renders a decision based on the sub-committee's report.
 - ii. Within 30 days of the OSATC meeting
 - o The Secretary of the OSATC issues the decision in writing
6. As a condition of employment, a training agent may require:
- o that an applicant, pursuant to a reasonable written policy, submit to a test for detectable levels of drugs or alcohol present in the applicant's body;
 - o that an applicant possess a valid driver's license;
 - o that an applicant demonstrate, through validated tests, requisite physical ability to perform job-related tasks;
7. Prior to participation in the sponsor's safety and orientation class, applicants will be required to conform to the NW College of Construction drug-free campus policy which requires negative analysis on a standard test for alcohol and illegal drugs.
8. Attendance and completion of a safety / orientation class is required prior to being placed in the ranked pool of eligibles.

XI. COMMITTEE – RESPONSIBILITIES AND COMPOSITION:

The following is an overview of the requirements associated with administering an apprenticeship committee and/or program. These provisions are to be used in conjunction with the corresponding ORS and/or OAR.

1. The committee is the policymaking and administrative body responsible for the operation and success of this Apprenticeship program.
2. The committee is responsible for the day-to-day operation of the apprenticeship program and must be knowledgeable in the application of Chapter 660 ORS, OAR 839 division 011 and other law and rule as appropriate to the occupation(s).
3. Sponsors must develop policies and procedures for committee operations (ORS 660.060 (8), ORS 660.135, ORS 660.137, OAR 839-011-0170). The committee's specific policies

pertaining to the operation of the program are included in this standard. The procedures for the implementation of the approved policies are maintained by the committee. After approval by the division the approved procedures shall be distributed to all apprentices and training agents.

4. Committees must convene meetings at least semi-annually that are attended by a quorum of committee members as defined in the approved Standards. (See ORS 660.137 (4))
 - a. A quorum for a local joint or trade committee shall consist of at least two (2) members representing the employers and two (2) members representing the employees. (See ORS 660.135 (3), ORS 660.145)
 - b. Conference call meetings may be conducted in lieu of regular meetings but must not exceed the number of attended meetings during a calendar year and may not authorize disciplinary action of apprentices. (See ORS 660.060 (8))
 - c. Minutes of all meetings must be submitted to the Apprenticeship and Training Division within 10 working days of the meeting. (See OAR 839-011-0170)
5. Program Operations (ORS 660.135, ORS 660.137, OAR 839-011-0170, OAR 839-011-0200):
 - a. The Committee will record and maintain records pertaining to the local administration of its Apprenticeship Program and make them available to the OSATC or its representative on request.
 - i. These records include, but are not limited to
 - o Selection of applicants
 - o Administration of the apprenticeship program
 - o Affirmative action plans
 - o Documentation necessary to establish a sponsor's good faith effort in implementing its affirmative action plan
 - o Qualification standards
 - b. Records required by the Oregon Equal Employment Opportunity in Apprenticeship rules (OAR 839-011-0200) will be maintained for five (5) years; all other records will be maintained for five (5) years after the final action taken by the committee on the apprenticeship agreement.
 - c. The following must be submitted by all programs through the Apprenticeship Representative assigned to assist the committee:
 - i. Apprenticeship Registration Agreement – within the first 90 days of employment as an apprentice. (See ORS 660.020, OAR 839-011-0088) (In licensed occupations registration must occur prior to employment in the trade)
 - ii. Committee Minutes – within 10 working days of the meeting. (See OAR 839-011-0170)
 - iii. Authorized Training Agent Agreements – within 10 working days of committee action to approve the training agent. (ORS 660-020)
 - o Interim recognition may be authorized by committee policy but may not exceed

- 90 calendar days.
- Any recognition of a training agent prior to formal action of the committee must be in conformance with the committee's council approved policy.
- iv. Revision of Occupation Standards - as necessary, no later than 45 days prior to OSATC meeting. (See OAR 839-011-0030) (Programs should review their Standards at least annually)
 - Forms are available from the Apprenticeship Representative. If approved by the OSATC, such amendment(s) and such changes as adopted by the OSATC will be binding to all parties on the first day of the month following OSATC approval.
- v. Revision of Committee Member Composition as necessary (included in committee minutes). (See OAR 839-011-0074)
- vi. Average Journey Level Wage – at least annually or whenever changed (included in minutes and by letter to the Director summarizing how the average wage was determined). (See ORS 660.137 (6), ORS 660.142)
- vii. Authorization of Signature - as necessary (See ORS 660.135 (4))
- viii. Authorization for issuance of initial license may be granted after the committee is found to be in compliance for operational purposes (See Council Policy #22)
- d. Adopt, as necessary or as directed, local program policies and procedures for the administration of the apprenticeship program in compliance with this Standard. (See ORS 660.060 (8), ORS 660.120 (2), OAR 839-011-0073)
 - i. Policies must be submitted to the OSATC for review and approval.
 - ii. Procedures must be submitted for Division (ATD) approval and inclusion by reference in this Standard prior to implementation.
- 6. Apprentice Management:
 - a. Applicants accepted by the committee, who have documented legal experience creditable to the apprenticeship in the skilled occupation or in some other related capacity, may be granted advanced standing as apprentices. (See OAR 839-011-0088 (3a) Apprentices admitted to advanced standing will be paid the wage rate for the period to which such credit advances them. (In licensed occupations previous credit must be documented legal experience)
 - b. Each apprentice (and, if under 18 years of age, the parent or guardian) will sign an Apprenticeship Agreement with the Sponsor, who will then register the Agreement, with the Apprenticeship and Training Division of the Bureau of Labor and Industries within the first 90 days of employment as an apprentice. (See ORS 660.020 (1), ORS 660.060, OAR 839-011-0088)
 - c. The Apprenticeship and Training Division must be provided a copy of the committee minutes approving any change of disposition or modification of the Registration Agreement within 10 working days of the committee meeting. (See OAR 839-011-0170)
 - i. Requests for disposition or modification of Agreements include: (1) Certificate of

completion, (2) Additional credit, (3) Suspension, military service, or other, (4) Reinstatement, (5) Cancellation, (6) Re-rates, (7) Holds, (8) Examination Referral, (9) Corrections, (10) Limited Supervision-electrical, (11) Phased Supervision-plumbing.

- d. Rotate apprentices in the various processes of the skilled occupation to ensure the apprentice is trained to be a competent journey-level worker. (See ORS 660.137 (2c), OAR 839-011-0265.
- e. At least once every six months the sponsor must review and evaluate each apprentice's progress and take action to advance based on the apprentice's progress or hold the apprentice at the same level for a reasonable period and opportunity for corrective action or terminate for continued inadequate progress. (See ORS 660.137 (4))
- f. The evidence of such action will be the record of the apprentice's progress on the job and during related/supplemental instruction.
 - i. If the apprentice's progress is not satisfactory, the committee has the obligation to withhold the apprentice's periodic wage advancements, suspend or cancel the Apprenticeship Agreement, or take other disciplinary action as established under the "Administrative/Disciplinary Procedures."
- g. The committee has the obligation and responsibility to provide insofar as possible, reasonably continuous employment for all apprentices in the program. (See ORS 660.126, ORS 660.020)
 - i. The committee may arrange to transfer an apprentice from one training agent to another or to another committee when the committee is unable to provide reasonably continuous employment, or they are unable to provide apprentices the diversity of experience necessary for training and experience in the various work processes as stated in this Standard.
 - ii. If, for any reason, a layoff of an apprentice occurs, the Apprenticeship Agreement will remain in effect unless canceled by the committee.
- h. An apprentice who is unable to perform the on-the-job portion of apprenticeship training may, if the apprentice so requests and the committee approves, participate in related/supplemental instruction classes, subject to the apprentice obtaining and providing written medical approval for such participation. However, time spent will not be applied toward the on-the-job portion of apprenticeship training. (See ORS 660.126 (i))
- i. The committee will hear and adjust all complaints of violations of apprenticeship agreements. (See ORS 660.137)
- j. Upon successful completion of apprenticeship, as provided in these Standards, and passing any examination that the committee may require, the committee will recommend that the Oregon Commissioner of Labor award a Certificate of Completion of Apprenticeship. (See ORS 660.137, ORS 660.205)

7. Training Agent Management:

- a. Offer training opportunities on an equal basis to all employers and apprentices. (See OAR 839-011-0084)
 - b. Grant equal treatment and opportunity for all apprentices through reasonable working and training conditions and apply those conditions to all apprentices uniformly. (See OAR 839-011-0200, Council Policy # 13)
 - c. Provide training at a cost equivalent to that incurred by currently participating employers and apprentices. (See OAR 839-011-0084)
 - d. An employer shall not be required to sign a collective bargaining agreement or join an association as a condition of participation. (See OAR 839-011-0162)
 - e. Determine the adequacy of an employer to furnish proper on-the-job training in accordance with the provisions of these Standards. (See ORS 660.137)
 - f. Require all employers requesting approved training agent status to complete a training agent application and comply with all Oregon State apprenticeship laws and the appropriate apprenticeship Standards. (See ORS 660.137)
 - g. Submit approved training agent agreements to the Apprenticeship and Training Division within 10 working days of committee approval with a copy of the agreement and/or the list of approved training agents and committee minutes where approval was granted. (See OAR 839-011-0170)
 - h. Make periodic checks of approved training agents and withdraw approval when approval qualifications are no longer met or when it appears to the committee that the employer is in violation of the terms of the apprenticeship agreement, standards, rules, regulations and policies of the committee or OSATC. (See ORS 660.137)
 - i. If a committee acts to withdraw training agent status from an employer the action must be recorded in the committee minutes and submitted to the Apprenticeship and Training Division within 10 working days of the committee action. (See OAR 839-011-0170)
8. COUNCIL REQUIRED POLICIES: (See ORS 660.120 - ORS 660.137)
- a. Credit for prior experience
The committee will grant credit for previous experience based on the knowledge, skills, and abilities of the apprentice.
 - b. OJT requirements (hours, work processes, rotation/partial rotation, monthly progress reports, timelines, applicable penalties)
The apprentice shall work for the approved training agent as assigned by the committee and shall record work hours.
 - c. Related training requirements (attendance, grades)
The apprentice must attend and satisfactorily complete classroom instruction and self study education (a.k.a. related training) as directed by the committee.

d. Complaint procedures

The committee will promptly and fairly resolve any complaints brought to its attention.

e. Process for the review and evaluation of apprentice progress

The committee will regularly review and evaluate the progress of each apprentice as to job performance and related instruction.

f. Advancement requirements (re-rates, completions)

The committee will advance the apprentice to the next level in the wage progression when the apprentice demonstrates the required knowledge, skills, and abilities.

g. Disciplinary process (appearances, holds, cancellations)

The committee will take corrective action (with both apprentices and training agents) for any failure to satisfy program requirements.

h. Training agent requirements (approval, discipline, removal)

The committee will recognize the employer as an approved training agent when (and so long as) the employer demonstrates that it meets all qualifications established by the committee.

i. Traveling training agent policy

Approved training agents from other jurisdictions must meet this committee's training agent requirements to be approved as a traveling training agent.

j. Initial employment policy

An applicant who has been placed in the ranked pool shall be afforded a reasonable opportunity for employment and shall only be removed from the pool in accordance with the committee's published procedures.

k. Placement procedures for out-of-work apprentices

All unemployed apprentices in good standing with the committee will be given the opportunity to be re-employed as soon as possible and prior to indenturing new apprentices.

l. License requirements, including exam referral and completion requirements (for licensed trades only)

N/A – This trade does not require a license.

9. Optional Policies

- a. Employers that apply to be recognized as a training agent must demonstrate that they have met all requirements to be recognized as an employer in the state of Oregon including their ability to legally employ workers.
- b. Training agents must demonstrate their ability to fully participate in the program, including funding, providing meaningful training and reasonably continuous employment for the apprentice.
- c. Apprentices will not bear the cost of training or administration of the program.

10. Composition of Committee:

- a. Joint apprenticeship and training committees must be composed of an equal number of employee and employer representatives composed of at least four principal members but no more than eight principal members. An alternate member may be appointed for each principal member. A quorum shall consist of at least two employer members and two employee members. (See ORS 660.135; OAR 839-011-0074)
- b. Trades apprenticeship and training committees must be composed of an equal number of employee and employer representatives composed of one principal employee and one principal employer member for each occupation covered by the trades committee. An alternate member may be appointed for each principal member. A quorum shall consist of at least two employer members and two employee members. (See ORS 660.145; OAR 839-011-0074)
- c. Employee representatives shall not be supervisors as defined by the National Labor Relations Act (as amended). (See OAR 839-011-0074)
- d. Employee representatives shall be skilled practitioners of the trade, except;
- e. A labor organization which is the recognized bargaining representative may designate elected representatives as employee members. (See ORS 660.135 & OAR 839-011-0074)
- f. The committee shall elect a chairperson and a secretary from the committee members. One of the offices must be held by an employer member and one office must be held by an employee member.
- g. Committee members or officers may be removed for failure to abide by ORS 660 or the rules and policies of the council or committee. (See OAR 839-011-0078)

The program administered by this committee is a: JATC

(See ORS 660.135) or (ORS660.145)

The employer representatives shall be:

(See attached committee list)

The employee representatives shall be:

(See attached committee list)**XII. SUBCOMMITTEE:**

Subcommittee(s) may be approved by the sponsor but may only recommend actions to the parent Committee.

XIII. TRAINING DIRECTOR/COORDINATOR/ADMINISTRATOR/CONTACT PERSON:

The Sponsor may employ a person(s) as a full or part-time Training Coordinator(s)/Training Director(s)/Administrator(s). This person(s) will assume responsibilities and authority for the operation of the program as are specifically delegated by the Sponsor.

Tiffany Kriesel or Dan Graham
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Appendix 1 – Application Point System – Oregon-Columbia Tile Trades JATC

Trade: Tile Setter

MA #1280

Name:**Log #:**

Qualifying applications will be reviewed and scored according to the following point system. Points will not be given unless the applicant provides written documentation (letters from employers on company letterhead, DD214, course certificates, school transcripts, etc.).

	Maximum Points Possible	Applicant Score
Valid Drivers License	3	
High School Diploma/GED or equivalent	10	
Americorp, Military, Peace Corp, Visa	9	
a) Successful completion of commitment time		
• 3 points per year		
Vocational Training	20	
<i>Industrial education; shop, drafting architecture, arts and crafts, building construction, home economics, reading comprehension.</i>		
Passing grades <u>only</u>		
• 5 points per semester credit or equivalent		
• 4 points per HS semester credit or equivalent		
Educational Coursework		
b) Math - HS grade C+ or better, 1 semester or equivalent	4	
• 3 points per class/total of 6 points		
<i>Algebra - HS grade C+ or better, 1 semester or equivalent</i>	4	
• 1 point per class/total of 2 points		
<i>Geometry - HS grade C+ or better, 1 semester or equivalent</i>	4	
• 2 points per class/total of 4 points		
Physical Education – HS grade passing, 1 semester or equivalent (extra curricular activity included)	4	
• 3 points per class/total of 6 points		
Work experience: Credit for previous work experience is awarded in six-month blocks. To receive credit, proof of employment is required. The intent here is to reward consistent, committed performance, not multiple, short duration jobs.	15	
• 2 points per 1,000 hours worked		
• Extra credit is awarded for construction experience at a rate of 1 additional point per 1,000 hours worked		
Pre-Apprenticeship Experience: Graduate of pre-apprenticeship program approved by Council and the committee (including YouthBuild and Job Corp)	15	
Mason trades-related (15 points)		
Construction-related (10 points)		
Possible Points	90	

The goal of this ranked method of selection is intended to bring into the program the apprentices that are the most qualified and the most likely to complete to journeyworker.