

## **IRON WORKER TRAINEE PROGRAM (For Federally-Funded Projects)**

1. The occupation to be taught is Iron Worker Trainee. The Iron Worker Trainee positions and secures steel bars to placement of reinforced concrete. Determines number, sizes, shapes and locations of reinforcing rods from plans, specifications, sketches and/or oral instructions. Places and ties reinforcing steel using wire and pliers. Sets rods in place, spaces and secures reinforcing rods. May bend steel rods with hand tools or rod bending machine. May reinforce concrete with wire mesh. May weld reinforcing bars together. May perform other related duties. Performs any combination of the following duties to raise, place and unite girders, columns and other structural steel members to form completed structures or structure frameworks, working as a member of a crew. Sets up hoisting equipment for raising and placing structural steel members. Fastens steel members to cable of hoist using chain, cable or rope. Signals worker operating hoisting equipment to lift and place steel members. Guides member using tab line (rope) or rides on member to guide it into position. Reads plans; rigs, assembles and erects structural members requiring riveting or welding. May perform other related duties.
2. The minimum qualifications for applicants are:
  - a) 18 years of age.
  - b) High school diploma, GED, or other equivalency.
  - c) Valid driver's license.
  - d) Has not previously worked as a journey worker in any highway related trade.
  - e) Has not previously been a registered apprentice.
  - f) Applicant is not a relative of the contractor, contractor's management, or supervisory personnel.
  - g) Pass a pre-employment drug test.
3. These standards apply to all the company's job sites in the State of Oregon.
4. 2,000 hours of On-the-Job training are required for a Certificate of Completion.
5. Prior to beginning the Iron Worker Trainee Program, the company will evaluate the trainee for the level and quality of previously acquired experience, training, and/or skills. Crediting of hours may be granted based upon this evaluation.
6. Hours worked for a previous employer under this Iron Worker Trainee Program will be credited as hour for hour.
7. The trainee shall be paid the full prevailing wage rate for the classification of work performed.
8. The number of trainees shall not exceed a ratio of one (1) trainee to the first one (1) journey worker in full employment on the job in order to assure adequate training and supervision.
9. There shall be a probationary period of 250 hours. During this period, either party (trainee or Company) may terminate the Iron Worker Trainee Program.
10. The duties & responsibilities of the trainee are:
  - a) To apply oneself diligently, both on the job and in the related training.
  - b) To contribute to the overall success of the crew and the Company.

- c) To successfully complete the Iron Worker Trainee Program.
  - d) Prepare and submit Monthly Progress Records to the Company by the 5<sup>th</sup> of each month.
11. The duties and responsibilities of the Company are:
- a) To provide, at all times, sufficient facilities, equipment, and journeymen in order to adequately guide and oversee the regulations effecting the health, welfare, and safety of the trainee.
  - b) Endeavor to maintain the trainee as a worker in the Iron Worker Trainee Program until the trainee completes the program.
  - c) Submit Monthly Progress Records by the 10<sup>th</sup> of each month to the appropriate Project Manager each month the trainee works.
  - d) To abide by all Federal, State, and Local Equal Employment Laws.
  - e) On a regular basis, review and evaluate the trainee's progress in job performance and related instruction and maintain review records. The review records will be the basis for the trainee's advancement through the Iron Worker Trainee Program. Maintain all training records for each trainee for a period of not less than 5 years.
  - f) Issue a Certificate of Completion to the trainee upon successful completion of the Iron Worker Trainee Program with a copy to ODOT's Office of Civil Rights.
12. The following are the work processes every trainee shall complete:

### **WORK PROCESSES**

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| A. | ORIENTATION & OBSERVATION  | 80 hours   |
|    | <ul style="list-style-type: none"> <li>1. Safety procedures</li> <li>2. Observation of operation</li> <li>3. Care &amp; repair of specially-coated bars</li> </ul>   |            |
| B. | CARE AND MAINTENANCE   | 50 hours   |
|    | <ul style="list-style-type: none"> <li>1. Safety procedures</li> <li>2. Care and maintenance of tools and equipment</li> </ul>   |            |
| C. | RELATED INSTRUCTION  | 1726 Hours |
|    | <ul style="list-style-type: none"> <li>1. Identification &amp; selection of materials</li> <li>2. Place reinforcing steel &amp; support devices</li> <li>3. Space and secure reinforcing materials</li> <li>4. Rigging structural members requiring riveting or welding</li> <li>5. Erection of structural members requiring riveting or welding</li> <li>6. Structural</li> <li>7. Reinforcing</li> <li>8. Post tensioning</li> <li>9. Welding and cutting</li> <li>10. Sheeting</li> <li>11. Decking</li> <li>12. Rigging</li> </ul> |            |
| D. | RELATED CLASSROOM INSTRUCTION  | 144 HOURS  |
|    | <ul style="list-style-type: none"> <li>1. Mandatory Training <span style="float: right;">40 Hours</span> <ul style="list-style-type: none"> <li>a) First Aid/CPR</li> <li>b) OSHA-10</li> </ul> </li> </ul>  |            |

2. Non-Mandatory Training (May include but is not limited to) 104 Hours
- a) Construction Orientation
  - b) Blueprint or construction plans reading & application
  - c) Construction Codes
  - d) Introduction to Algebra
  - e) Trenching and site excavation safety
  - f) Competent person/confined space entry
  - g) MSDS/Hazmat

I have read the above and received a copy for my records.

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Trainee Signature and Date

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Company Representative Signature, Title, and Date