

RECEIVED
 DAS RECORDS SECTION
 SAN FRANCISCO
 12 FEB 27 AM 9:01

DAS File No.:	00088
District No.:	6
<input checked="" type="checkbox"/>	JAC Standards
	Unilateral
<input checked="" type="checkbox"/>	VA

REVISION OF APPROVED STANDARDS

1. Name of Committee Northern California Tile industry JATC		
2. Area Covered by Standards Alameda, Alpine, Amador, Butte, Calaveras, Colusa, Contra Costa, Del Norte, El Dorado, Fresno, Glenn, Humboldt, Kings, Lake, Lassen, Madera, Marin, Mariposa, Mendocino, Merced, Modoc, Monterey, Napa, Nevada, Placer, Plumas, Sacramento, San Benito, San Francisco, San Joaquin, San Mateo, Santa Clara, Santa Cruz, Shasta, Sierra, Siskiyou, Solano, Sonoma, Stanislaus, Sutter, Tehama, Trinity, Tulare and Tuolumne Yolo and Yuba		
3. Committee Address - Street Address, City & Zip Code 15091 Wicks Blvd., San Leandro CA 94577	Telephone No. (510) 632-8453	
4. Occupation Tile Layer Tile Finisher	DOT Number 47-2044.00 47-3011.00F	
5. A C T I O N		
<input checked="" type="checkbox"/> Revision of Journeyman Wages	<input checked="" type="checkbox"/> Revision of Other Compensation	
<input checked="" type="checkbox"/> Revision of Apprentice or Trainee Rates	<input type="checkbox"/> Revision of Selection Procedures	
<input checked="" type="checkbox"/> Revision of Work Processes	Effective Date of This Action: 11-29-2011	
<input checked="" type="checkbox"/> Other Revision or Addition: MITC update		
6. Related Instruction SEE Hours Per ATTACH	7. School	
8. Present Journeyman Wage \$ SEE Per ATTACH	9. Effective Date of Journeyman Wage 4/1/2011 to 3/31/2014	
10. Apprentice or Trainee Wage Scale (indicate amount of time [hours, weeks or months] and percent of journeyman wage or dollar amount.)		
1st Per	5th Per	9th Per
2nd Per	6th Per	10th Per
3rd Per	7th Per	11th Per
4th Per	8th Per	12th Per
11. Overtime Provisions		
12. Straight Time Hours		14. Work Processes
Per Day: Per Week:		Approx. Hours
See attach		See attach
13. Other Compensation		RECEIVED DAS DISTRICT OFFICE SAN FRANCISCO 11 DEC -2 PM 2:56
A. Health & Welfare	Eff. Date Hr/Mo. \$	
B. Pension	Eff. Date Hr/Mo. \$	
C. Vacation	Eff. Date Hr/Mo. \$	
D. Apprentice Funds	Eff. Date Hr/Mo. \$	
E. Other (Specify)	Eff. Date Hr/Mo. \$	
Total	Eff. Date Hr/Mo. \$	

REMARKS: The attached revises the existing Work Processes to incorporate the Green Minimum Industry Training Criteria (MITC) adopted and approved by the CAC at the First Quarterly Meeting, January 19-21, 2011 Update to wage rates for Standards

Signature - Apprenticeship Consultant	Date	Signature - Committee Sec. Or Chair (Cross out one)	Date
	1/9/12		11/29/11

These Revisions are hereby made a part of and supersede provisions of standards previously approved.

Approved - Chief, Division of Apprenticeship Standards	Date Approved
	4/30/12

RECEIVED
DAS RECORDS SECTION
SAN FRANCISCO

12 FEB 27 AM 9:01

DISTRICT 06
DAS FILE # 00088
VA: YES

APPRENTICESHIP STANDARDS
of the
NORTHERN CALIFORNIA TILE INDUSTRY
JOINT APPRENTICESHIP TRAINING COMMITTEE

REVISED 11-29-2011

RECEIVED
DAS DISTRICT OFFICE
SAN FRANCISCO
11 DEC -2 PM 2:56

ARTICLE I: Purpose and Policy3
ARTICLE II: Occupations3
ARTICLE III: Organization3
ARTICLE IV: Jurisdiction.....3
ARTICLE V: Functions.....4
ARTICLE VI: Responsibilities.....4
ARTICLE VII: Definition of an Apprentice.....5
ARTICLE VIII: Duties of an Apprentice.....5
ARTICLE IX: Apprentice Agreement5
ARTICLE X: Termination and Transfer of Agreements5
ARTICLE XI: Related and Supplemental Instruction6
ARTICLE XII: Lay Off6
ARTICLE XIII: Controversies6
ARTICLE XIV: Term of Apprenticeship6
ARTICLE XV: Ratio.....7
ARTICLE XVI: Wage Schedules.....7
ARTICLE XVII Work Training.....7
ARTICLE XVIII: Safety, Health, Recognition of Illegal Discrimination and Sexual Harassment.....7
ARTICLE XIX: Certificate of Completion.....7
ARTICLE XX: California Plan for Equal Opportunity in Apprenticeship8
ATTACHMENT A: Tile Layer Apprentice Supplement11
ATTACHMENT B: Tile Finisher Apprentice Supplement.....14
ATTACHMENT E: Tile Apprentice Wage Schedules.....16
ATTACHMENT F: Addendum to Apprenticeship Standards(Article XX).19
Affirmative Action Plan28

RECEIVED
DAS DISTRICT OFFICE
SAN FRANCISCO
12 JAN 23 PM 4: 00

RECEIVED
DAS DISTRICT OFFICE
SAN FRANCISCO

DISTRICT 06
DAS FILE # 00088
VA: YES

ARTICLE I: Purpose and Policy

11 DEC -2 PM 2:57

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

ARTICLE II: Occupations

TILE LAYER
TILE FINISHER

O*NET CODE 47-2044.00
O*NET CODE 47-3011.00F

ARTICLE III: Organization

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

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

ARTICLE IV: Jurisdiction

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

ARTICLE V: Functions

The functions of the apprenticeship committee shall be to:

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

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

ARTICLE VI: Responsibilities

The responsibilities of the apprenticeship committee shall be to:

RECEIVED
DAS DISTRICT OFFICE
SAN FRANCISCO
12 FEB 20 PM 9:52

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

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

ARTICLE VII: Definition of an Apprentice

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

ARTICLE VIII: Duties of an Apprentice

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

ARTICLE IX: Apprentice Agreement

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

ARTICLE X: Termination and Transfer of Agreements

1. During the probationary period, an apprentice agreement shall be terminated by the apprenticeship committee at the request in writing of either party. After such probationary period, an apprentice

RECEIVED
DAS DISTRICT OFFICE
SAN FRANCISCO
12 FEB 20 PM 5:22

agreement may be terminated by the Administrator by mutual agreement of all the parties thereto or cancelled by the Administrator for good and sufficient reason.

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

ARTICLE XI: Related and Supplemental Instruction

1. Terms:
 - a. Tile Layer Apprentices (TILE LAYER, O*NET CODE 47-2044.00) shall satisfactorily complete prescribed courses of related and supplemental instruction, which will be 120 hours per year provided by the **Hayward Adult School** (Hayward Unified School District 22100 Princeton St. Hayward, CA 94541). See attached course outline Attachment A.
 - b. Tile Finisher Apprentices (TILE FINISHER, O*NET CODE 47-3011.00F) shall satisfactorily complete prescribed courses of related and supplemental instruction, which will be 80 hours per year provided by the **Hayward Adult School** (Hayward Unified School District 22100 Princeton St. Hayward, CA 94541). See attached course outline Attachment B
2. Required school time shall not be compensated.

ARTICLE XII: Lay Off

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

ARTICLE XIII: Controversies

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

ARTICLE XIV: Term of Apprenticeship

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

TILE LAYER
TILE FINISHER

O*NET CODE 47-2044.00 SEE ATTACHMENT A
O*NET CODE 47-3011.00F SEE ATTACHMENT B

RECEIVED
DAS DISTRICT OFFICE
SAN FRANCISCO
12 MAR - 2 AM : 57

ARTICLE XV: Ratio

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

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

ARTICLE XVI: Wage Schedules

TILE LAYER	O*NET CODE 47-2044.00	SEE ATTACHMENT A
TILE FINISHER	O*NET CODE 47-3011.00F	SEE ATTACHMENT B

ARTICLE XVII Work Training

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

TILE LAYER	O*NET CODE 47-2044.00	SEE ATTACHMENT A
TILE FINISHER	O*NET CODE 47-3011.00F	SEE ATTACHMENT B

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

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

ARTICLE XIX: Certificate of Completion

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

ARTICLE XX: California Plan for Equal Opportunity in Apprenticeship

See Attachment F.

RECEIVED
DAS DISTRICT OFFICE
SAN FRANCISCO
11 DEC -2 PM 2:57

The foregoing standards are hereby agreed to and adopted on Nov. 29, 2011

Employer Organization
Tile, Terrazzo, Marble and Restoration
Contractors Association of Northern
California, Inc.
951 Commercial Street
Palo Alto, CA 94303

Employee Organization
Bricklayers and Allied Craftworkers
Local Union No. 3
10806 Bigge St
San Leandro, CA 94577

RECEIVED
DAS RECORDS SECTION
SAN FRANCISCO
12 FEB 27 AM 9:02

BY: [Signature]
Employer/Trustee:

BY: [Signature]
President:

The foregoing apprenticeship standards, being in conformity with the rules and regulations of the California Apprenticeship Council, the California Code of Regulations, and applicable Federal Regulations are hereby approved April 30, 2012

[Signature: Diane Ravnik]
Diane Ravnik, Chief
Division of Apprenticeship Standards

4/30/12
DATE

RECEIVED
DAS DISTRICT OFFICE
SAN FRANCISCO
11 DEC -2 PM 2:58

NORTHERN CALIFORNIA JOINT APPRENTICE COMMITTEE
15091 Wicks Blvd., CA 94577
510-632-8453 FAX 510-632-8456

LIST OF COMMITTEE MEMBERS AND COMPANY NAMES

MANAGEMENT

Jerry Riggs
Superior Tile & Stone Company
P.O. Box 2106
Oakland, CA 94621-0006
Tommy Conner
Superior Tile & Stone Company
P.O. Box 2106
Oakland, CA 94621-0006
Rick Papapietro
De Anza Tile Company
951 Commercial St.
Palo Alto, CA 94303

LABOR

Mark Wuelfing: Chairman
BAC Local 3
10806 Bigge Street
San Leandro CA 94577
Tom Spear
BAC Local 3
10806 Bigge Street
San Leandro CA 94577
Dave Jackson
BAC Local 3
10806 Bigge Street
San Leandro CA 94577
Tony Santos
BAC Local 3
10806 Bigge Street
San Leandro CA 94577

TRAINING COORDINATOR

Lupe Ortiz
NC Tile JATC Administrative Office
15091 Wicks Blvd
San Leandro, CA 94577

SCHOOL ADVISOR

Ana W Solomon
Hayward Unified School District: Hayward Adult School
22100 Princeton St.
Hayward, CA 94541

DAS CONSULTANT

Raul Galvan
455 Golden Gate Ave, 10th floor
San Francisco, CA 94142-0608

RECEIVED
DAS DISTRICT OFFICE
SAN FRANCISCO
11 DEC -2 PM 2:57

Attachment

A

ATTACHMENT A: Tile Layer Apprentice Supplement

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

TILE LAYER O*NET CODE 47-2044.00

ARTICLE XIV: Term of Apprenticeship:

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

ARTICLE XVI: Wage Schedules:

See ATTACHEMENT E: Wage Schedules

ARTICLE XVII: Work Training:

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

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

Beginning classes:

A-1 Orientation to the Tile Trade in Northern California: 6 hours

- a. Terms and definitions
- b. Brief history & scope of masonry trade and apprenticeship
- c. Brief history of BAC
- d. Pertinent labor law, worker's rights and the work/mission of the NC Tile LMCC
- e. Advantages of apprenticeship
- f. Basics, rules and regulations of the apprenticeship program
- g. ANSI standards and the TCNA Handbook
- h. Sexual harassment and non-discrimination in the workplace
- i. Ways EEOC rules affect the apprenticeship program
- j. OSHA Safety Rules and Regulations
- k. Expectations of the employer and the employee in their relationship
- l. Guidelines for handling the first day on the job
- m. Ways to get along with a supervisor
- n. Ways to get along with co-workers
- o. Reasons people lose jobs
- p. Developing a good safety attitude
- q. Green Component-Protecting the environment in the work place (environmental awareness).
Introduction to Leadership in Energy and Environmental Design (LEED) as it relates to the installation of ceramic tile and stone.

RECEIVED
DAS DISTRICT OFFICE
SAN FRANCISCO
12 JAN 23 PM 3:04

A-1.1 Health & Safety: 6 hours

Physical hazards, health hazards, overuse syndromes. The course covers protective equipment, scaffolding safety, work place safety and the law, protecting others and substance abuse. Protecting the environment in the work place (Environmental Awareness), Introduction to Leadership in Energy and Environmental Design (LEED) as it relates to the installation of ceramic tile and stone (Green)

A-2 Tile, substrates and bonding: 10 hours

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

A-3 Floors: 12 hours

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

A-4 Walls: 10 hours

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

Intermediate classes:

B-5 Natural Stone: 6 hours

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

B-6 Countertops: 6 hours

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

B-7 Codes, repairs/renovation: 8 hours

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

B-8 Math for tile work / 3-view drawings/scale: 6 hours

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

B-9 Working with architectural drawings: 6 hours

Course covers blueprint reading, plain views, elevation views, structural details, specifications and contracts and large and small commercial project layouts.

Advanced classes:

C-10 Watertight installations: 8 hours

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

C-11 Math II / Commercial layout: 10 hours

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

C-12 Stairs: 10 hours

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

C-13 Radius, column: 6 hours

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

C-14 Arches, domes: 6 hours

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

2. **Basic math: 4 hours**
 There is a 6-credit basic math requirement for Tile Layer apprentices. This is fulfilled by scoring high on a math competency test given at the beginning of each semester. Otherwise, depending on the score achieved, the apprentice completes a self-study math refresher and, if necessary, additional self-study math practice and testing
3. **Manipulative skill tests. 240 hours**
 These tests require the apprentice to demonstrate sufficient skill to complete the following projects with a score of 90% or better – Hawk & Trowel, 3-Wall Shower, Tub with Window, 2 Drain Commercial Floor, Kitchen Counters, Vanity, and the final test Radius Column, Arch or Dome.
4. **First Aid /CPR:** Can be scheduled by the apprentice with a qualified agency or certified instructor such as the American Red Cross, Kaiser Hospital, etc. The apprentice must furnish completion certificates or cards to the Coordinator to verify. The reasonable cost of First Aid/CPR courses will be paid by the Joint Committee provided the apprentice presents an appropriate receipt. First AID & CPR classes will also be provided as a scheduled class of the apprentice program at no cost to the apprentice. No apprentice may advance to journeyman status without completing this requirement, regardless of the number of credits earned.
5. **Electives.** Six credits (two class days) of practical application of tile principles such as the annual run-off contest, charity projects, permanent installations at school, etc., at the apprentice's choice.

Section 4: Work Processes:

	<u>Approximate Hours</u>
1. Layout and preparation of surfaces for tile application Includes substrate inspection, layout, preparation, mixing of base materials such as mortar and applies to walls, floors and ceilings. Preparation, mixing and application of bonding material such as dry-set Portland cement, Latex-Portland, organic adhesives, mastics or other bonding material. Covers the handling and maintenance of equipment in accordance with established procedures and safe practices. Mud Mixing / Bonding Materials- Enhanced environmental practices for the handling and disposal of materials. (green) Emerging green materials and practices in the installation of tile & stone. (green)	700
2. Repairs, patches surfaces, grouts tile, mixes and applies all types of cleaning materials including acids.	200
3. Examines blueprints, measures and marks surfaces to be covered and layout work.	105
4. Layout, preparation and installation of walls, showers, jambs, ceilings and veneers for residential and commercial applications. Includes spreading and leveling of base materials, plumb scratching, scratching and screeding. LEEDs architectural considerations in the use of ceramic tile and stone. (green)	1,960
5. Layout, preparation and installation of counters and sinks	375
6. Layout, preparation and installation of all types of floors including quarry tile work of all types.	1,100
7. Layout, preparation and installation of mantels, hearths, domes and arches	60
TOTAL	4,500

Attachment

B

ATTACHMENT B: Tile Finisher Apprenticeship Supplement

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

TILE FINISHER O* NET CODE 47-3011.00F

ARTICLE XIV: Term of Apprenticeship:

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

ARTICLE XVI: Wage Schedules:

See ATTACHMENT E: Wage Schedules

ARTICLE XVII: Work Training:

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

1. Orientation to The Tile Trade in Northern California: 6 hours

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

RECEIVED
DAS DISTRICT OFFICE
SAN FRANCISCO
12 JAN 23 PM 3:04

1.1. Health and Safety: 6 hours

Physical hazards, health hazards, overuse syndromes, protective equipment, scaffolding safety, safety and the law, protecting others and substance abuse training. Protecting the environment in the work place (Environmental Awareness), Introduction to Leadership in Energy and Environmental Design (LEED) as it relates to the installation of ceramic tile and stone (Green)

2. Mud Mixing / Bonding Materials: 12 hours

- a. Mortar Method: Terms and definitions, cement, sand, lime, water, additives, hydration and curing, Hand mixing, power mixing, mud math and rough-in,
- b. Bonding Materials: Cementitious Types and Mixing, Mastics, Epoxies and Mixing, Surface Preparation
- c. Enhance environmental practices for the handling and disposal of materials (green)

3. Tile Trim & Bonding / Materials Handling: 10 hours

- A. Tile and Trim: Ceramic tile types, trim (standard, ceramic mosaic and quarry)
- B. Cutting Equipment and Cuts
- C. Materials Handling: Equipment, stocking, estimating quantities and clean-up
- D. Use of energy conserving tile and trim (green)
- E. Emerging green materials and practices in the installation of tile & Stone (green)

4. Grouting / Caulking: 10 hours

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

5. Advanced Topics: 12hours

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

7. Math I & II: 4 hours

- A. Basic Math Review
- B. Metrics

8. Manipulative skill tests. 100 hours

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

RECEIVED
 DAS DISTRICT OFFICE
 SAN FRANCISCO
 11 DEC -2 PM 2:57

Section 4: Work Processes:

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

Attachment

E

ATTACHMENT E: Tile Apprentice Wage Schedules

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

TILE LAYER
 TILE FINISHER

O* NET CODE 47-2044.00
 O* NET CODE 47-3011.00F

APPENDIX A
 TILE WAGE/BENEFIT SCHEDULE
 04/01/11 - 03/31/12

BAY AREA/NORTHERN COUNTIES OF:
 SAN FRANCISCO, ALAMEDA, SANTA CLARA, SAN MATEO, SOLANO, CONTRA COSTA, MARIN, NAPA, SAN BENITO, MONTEREY, SANTA CRUZ,
 DEL NORTE, HUMBOLDT, SISKIYOU, TRINITY.

Skill Level	Hours	Wage Rate	Vac	Dues	Taxable Wages	Health Welfare	Def Ben Pension	I.U. Pension	Def Cont. Pension	JATC Trng	IMI	Promo.	LMCC	Cntret Admin	Total Package
F-3 Apprentice Fin	700	15.43		.65	16.08	8.53	2.20	.46	.00	.15	.05	.10	.25	.03	27.85
F-4 "	700	16.50		.65	17.15	8.53	2.20	.46	.00	.15	.05	.10	.25	.03	28.92
F-5 "	700	16.87	.70	.65	18.22	8.53	2.20	.46	.00	.15	.05	.10	.25	.03	29.99
F-6 Certified Journey Finisher	700	19.87	.70	.87	21.44	8.53	2.45	.46	.47	.40	.10	.10	.40	.03	34.38
S-7 Apprentice Layer	900	18.78	1.10	1.25	21.13	8.53	2.45	.46	.47	.45	.10	.10	.50	.03	34.22
S-8 "	900	20.71	1.10	1.25	23.06	8.53	2.45	.46	.47	.45	.10	.10	.50	.03	36.15
S-9 "	900	22.61	1.10	1.25	24.96	8.53	2.45	.46	.47	.45	.10	.10	.50	.03	38.05
S-10 "	900	26.32	1.10	1.25	28.67	8.53	2.45	.46	1.40	.45	.10	.10	.50	.03	42.89
S-11 "	900	30.89	1.10	1.25	33.24	8.53	2.45	.46	1.40	.45	.10	.10	.50	.03	47.26
S-12 Certified Journey Layer	900	34.76	2.35	1.50	38.61	8.53	2.45	.46	1.70	.59	.10	.10	.50	.17	53.21
Red Circled Finisher		25.35	1.30	1.15	27.80	8.53	2.20	.46	.95	.30	.10	.10	.30	.03	40.77

* PROMOTION CONTRIBUTIONS SHALL BE "ONLY" ON THE FIRST 100,000 HOURS PER CONTRACT YEAR.

Wage Increases:

- 1 year, frozen
- 2 year, effective 4/1/12, \$0.55 for journey tile layer; \$0.36 for journey tile finisher.
- 3 year, effective 4/1/13, \$0.75 for journey tile layer; \$0.50 for journey tile finisher.

APPENDIX B
 TILE WAGE/BENEFIT SCHEDULE
 04/01/11 - 03/31/12

COUNTIES OF:
 MENDOCINO, LAKE AND SONOMA

Skill Level	Hours	Wage Rate	Vac	Dues	Taxable Wages	Health Welfare	Def Ben Pension	I.U. Pension	Def Cont. Pension	JATC Trng	IMI	Promo Fund	LMCC	Cntret Admin	Total Package
F-3 Apprentice Fin	700	15.35		.65	16.00	8.53	2.20	.00	.00	.15	.05		.25	.03	27.21
F-4 "	700	16.09		.65	16.74	8.53	2.20	.00	.00	.15	.05		.25	.03	27.95
F-5 "	700	16.62	.70	.65	17.97	8.53	2.20	.00	.00	.15	.05		.25	.03	29.18
F-6 Certified Journey Finisher	700	19.41	.70	.82	20.93	8.53	2.45	.46	.00	.35	.10	.10	.40	.03	33.35
S-7 Apprentice Layer	900	18.52	1.10	1.25	20.87	8.53	2.45	.46	.00	.40	.10	.10	.50	.03	33.44
S-8 "	900	20.44	1.10	1.25	22.79	8.53	2.45	.46	.00	.40	.10	.10	.50	.03	35.36
S-9 "	900	22.30	1.10	1.25	24.65	8.53	2.45	.46	.00	.40	.10	.10	.50	.03	37.22
S-10 "	900	25.64	1.10	1.25	27.99	8.53	2.45	.46	.95	.40	.10	.10	.50	.03	41.51
S-11 "	900	30.06	1.10	1.25	32.41	8.53	2.45	.46	.95	.40	.10	.10	.50	.03	45.93
S-12 Certified Journey Layer	900	31.60	2.35	1.50	35.45	8.53	2.45	.46	1.70	.54	.10	.10	.50	.17	50.00
Red Circled Finishers		22.40	1.30	1.05	24.75	8.53	2.20	.46	.95	.35	.10	.10	.30	.03	37.77

* PROMOTION CONTRIBUTIONS SHALL BE "ONLY" ON THE FIRST 100,000 HOURS PER CONTRACT YEAR.

Wage Increases:

- 1 year, frozen
- 2 year, effective 4/1/12, \$0.55 for journey tile layer; \$0.36 for journey tile finisher.
- 3 year, effective 4/1/13, \$0.75 for journey tile layer; \$0.50 for journey tile finisher.

RECEIVED
 DAS DISTRICT OFFICE
 SAN FRANCISCO
 11 DEC -2 PM 2:57

APPENDIX C
 TILE WAGE/BENEFIT SCHEDULE
 04/01/11 - 03/31/12

COUNTIES OF:
 ALPINE, AMADOR, CALAVERAS, SAN JOAQUIN, STANISLAUS AND TUOLUMNE.

Skill Level	Hours	Wage Rate	Vac	Dues	Taxable Wages	Health Welfare	Def Ben Pension	I.U. Pension	Def Cont. Pension	JATC Trng	IMI	Promo Fund	LMCC	Cntrct Admin	Total Package
F-3 Apprentice Fin	700	15.35		.65	16.00	8.53	2.20	.46		.15	.05	.10	.25	.03	27.77
F-4 "	700	16.36		.65	17.01	8.53	2.20	.46		.15	.05	.10	.25	.03	28.78
F-5 "	700	16.72	.70	.65	18.07	8.53	2.20	.46		.15	.05	.10	.25	.03	29.84
F-6 Certified Journey Finisher		19.69	.70	.87	21.26	8.53	2.45	.46	.65	.35	.10	.10	.40	.03	34.33
S-7 Apprentice Layer	900	17.51	1.10	1.25	19.86	8.53	2.45	.46	.00	.40	.10	.10	.50	.03	32.43
S-8 "	900	19.27	1.10	1.25	21.62	8.53	2.45	.46	.00	.40	.10	.10	.50	.03	34.19
S-9 "	900	21.11	1.10	1.25	23.46	8.53	2.45	.46	.00	.40	.10	.10	.50	.03	36.03
S-10 "	900	24.42	1.10	1.25	26.77	8.53	2.45	.46	.95	.40	.10	.10	.50	.03	40.29
S-11 "	900	28.71	1.10	1.25	31.06	8.53	2.45	.46	.95	.40	.10	.10	.50	.03	44.58
S-12 Certified Journey Layer		30.56	2.35	1.50	34.41	8.53	2.45	.46	1.70	.54	.10	.10	.50	.17	48.96
Red Circled Finishers		24.10	1.30	1.15	26.55	8.53	2.45	.46	.95	.35	.10	.10	.30	.03	39.82

* PROMOTION CONTRIBUTIONS SHALL BE "ONLY" ON THE FIRST 100,000 HOURS PER CONTRACT YEAR.

Wage Increases:

1 year, frozen

2 year, effective 4/1/12, \$0.55 for journey tile layer; \$0.36 for journey tile finisher.

3 year, effective 4/1/13, \$0.75 for journey tile layer; \$0.50 for journey tile finisher.

APPENDIX D
 TILE WAGE/BENEFIT SCHEDULE
 04/01/11 - 03/31/12

FRESNO, KINGS, MADERA, MARIPOSA, MERCED AND TULARE

Skill Level	Hours	Wage Rate	Vac	Dues	Taxable Wages	Health Welfare	Def Ben Pension	I.U. Pension	Def Cont. Pension	JATC Trng	IMI	Promo Fund	LMCC	Cntrct Admin	Total Package
F-3 Apprentice Fin	700	15.35		.65	16.00	8.53	2.20	.00		.05	.05		.25	.03	27.11
F-4 "	700	16.16		.70	16.86	8.53	2.20	.00		.05	.05		.25	.03	27.97
F-5 "	700	17.16		.70	17.86	8.53	2.20	.00		.05	.05		.25	.03	28.97
F-6 Certified Journey Finisher		18.84	1.30	.87	21.01	8.53	2.45	.00	.25	.35	.10	.10	.40	.03	33.22
S-7 Apprentice Layer	900	17.90	1.00	.95	19.85	8.53	2.45	.00	.25	.20	.10	.10	.50	.03	32.01
S-8 "	900	19.42	1.00	.95	21.37	8.53	2.45	.00	.25	.20	.10	.10	.50	.03	33.53
S-9 "	900	20.93	1.00	.95	22.88	8.53	2.45	.00	.25	.20	.10	.10	.50	.03	35.04
S-10 "	900	22.84	1.15	.95	24.94	8.53	2.45	.00	.45	.20	.10	.10	.50	.03	37.30
S-11 "	900	25.25	1.15	.95	27.35	8.53	2.45	.00	.65	.20	.10	.10	.50	.03	39.91
S-12 Certified Journey Layer		26.15	2.35	1.28	29.78	8.53	2.45	.58	1.00	.54	.10	.10	.50	.17	43.75

* PROMOTION CONTRIBUTIONS SHALL BE "ONLY" ON THE FIRST 100,000 HOURS PER CONTRACT YEAR.

Wage Increases:

1 year, frozen

2 year, effective 4/1/12, \$0.55 for journey tile layer; \$0.36 for journey tile finisher.

3 year, effective 4/1/13, \$0.75 for journey tile layer; \$0.50 for journey tile finisher.

APPENDIX E
 TILE WAGE/BENEFIT SCHEDULE
 04/01/11 - 03/31/12

16 GREATER SACRAMENTO COUNTIES OF:
 BUTTE, COLUSA, EL DORADO, GLENN, LASSEN, MODOC, NEVADA, PLACER, PLUMAS, SACRAMENTO, SHASTA, SIERRA, SUTTER, TEHAMA,
 YOLO AND YUBA.

Skill Level	Hours	Wage Rate	Vac	Dues	Taxable Wages	Health Welfare	Def Ben Pension	I.U. Pension	Def Cont. Pension	JATC Trng	IMI	Promo Fund	LMCC	Cntret Admin	Total Package
F-3 Apprentice Fin	700	15.55		.45	16.00	8.53	.95	.18	.10	.15	.05	.10	.10	.03	26.19
F-4 "	700	16.52		.45	16.97	8.53	.95	.18	.10	.15	.05	.10	.10	.03	27.16
F-5 "	700	17.17	1.00	.45	18.62	8.53	.95	.18	.10	.15	.05	.10	.10	.03	28.81
F-6 Certified Journey Finisher		19.64	1.00	.57	21.21	8.53	.95	.18	.10	.25	.10	.10	.25	.03	31.70
S-7 Apprentice Layer	900	20.21	1.00	.85	22.06	8.53	.95	.18	.10	.30	.10	.10	.35	.03	32.70
S-8 "	900	21.81	1.00	.85	23.66	8.53	.95	.18	.10	.30	.10	.10	.35	.03	34.30
S-9 "	900	23.33	1.00	.85	25.18	8.53	.95	.18	.10	.30	.10	.10	.35	.03	35.82
S-10 "	900	25.27	1.00	.85	27.12	8.53	.95	.18	.10	.30	.10	.10	.35	.03	37.76
S-11 "	900	28.38	1.00	.85	30.23	8.53	.95	.18	.10	.30	.10	.10	.35	.03	40.87
S-12 Certified Journey Layer		32.83	2.00	1.25	36.08	8.53	2.45	.18	.25	.54	.10	.10	.50	.17	48.90

* PROMOTION CONTRIBUTIONS SHALL BE "ONLY" ON THE FIRST 100,000 HOURS PER CONTRACT YEAR.

Wage Increases:

- 1 year, frozen
- 2 year, effective 4/1/12, \$0.55 for journey tile layer; \$0.36 for journey tile finisher.
- 3 year, effective 4/1/13, \$0.75 for journey tile layer; \$0.50 for journey tile finisher.

RECEIVED
 DAS DISTRICT OFFICE
 SAN FRANCISCO
 11 DEC - 2 PM 2:57

NORTHERN CALIFORNIA TILE INDUSTRY JOINT APPRENTICESHIP TRAINING COMMITTEE

File # 00088

TILE FINISHER

O*NET: 47-3011.00F

Effective Date: 04-01-2010

Expire Date: 03-31-2011

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

		Journeyman Wage >													
Period	Percent %	Duration Months	OJT Hours	Hourly Basic Rate	Hourly Taxable Wage	Health & Welfare	Pension	Vacation /Holiday	Training	Other	Hourly Total Rate				
1	75		700	\$16.080	\$16.080	\$8.530	\$2.660		\$150	\$430	\$27.850				
2	80		700	\$17.150	\$17.150	\$8.530	\$2.660		\$150	\$430	\$28.920				
3	85		700	\$17.520	\$17.520	\$8.530	\$2.660	\$700	\$150	\$430	\$29.990				
				\$20.740	\$20.740	\$8.530	\$3.380	\$700	\$400	\$630	\$34.380				

Footnote(s):

BHR includes Dues Check Off

Pension – includes Defined Benefit Pension, Defined Cont. Pension and I.U. Pension.

Other – includes Promotion, LMCC, Contract Administration and IML.

NORTHERN CALIFORNIA TILE INDUSTRY JOINT APPRENTICESHIP TRAINING COMMITTEE

File # 00088

TILE FINISHER

O*NET: 47-3011.00F

Effective Date: 04-01-2010

Expire Date: 03-31-2011

Counties: Alpine, Amador, Calaveras, San Joaquin, Stanislaus, Tuolumne

		Journeyman Wage >													
Period	Percent %	Duration Months	OJT Hours	Hourly Basic Rate	Hourly Taxable Wage	Health & Welfare	Pension	Vacation /Holiday	Training	Other	Hourly Total Rate				
1	75		700	\$16,000	\$16,000	\$8,530	\$2,660		\$150	\$,430	\$27,770				
2	80		700	\$17,010	\$17,010	\$8,530	\$2,660		\$150	\$,430	\$28,780				
3	85		700	\$17,370	\$17,370	\$8,530	\$2,660	\$,700	\$150	\$,430	\$29,840				

Footnote(s):

BHR includes Dues Check Off

Pension – includes Defined Benefit Pension , Defined Cont. Pension and I.U. Pension

Other – includes Promotion Fund, LMCC, Contract Administration and IMI.

NORTHERN CALIFORNIA TILE INDUSTRY JOINT APPRENTICESHIP TRAINING COMMITTEE

File # 00088

TILE FINISHER

O*NET: 47-3011.00F

Effective Date: 04-01-2010

Expire Date: 03-31-2011

Counties: Fresno, Kings, Madera, Mariposa, Merced, Tulare

		Journeyman Wage >												
Period	Percent %	Duration Months	OJT Hours	Hourly Basic Rate	Hourly Taxable Wage	Health & Welfare	Pension	Vacation /Holiday	Training	Other	Hourly Total Rate			
1	75		700	\$16,000	\$16,000	\$8,530	\$2,200		\$,050	\$,330	\$27,110			
2	80		700	\$16,860	\$16,860	\$8,530	\$2,200		\$,050	\$,330	\$27,970			
3	85		700	\$17,860	\$17,860	\$8,530	\$2,200		\$,050	\$,330	\$28,970			
				\$19,710	\$19,710	\$8,530	\$2,700	\$1,300	\$,350	\$,630	\$33,220			

Footnote(s):

BHR includes amount for Dues Check Off.

Pension includes Defined Benefit Pension, Defined Cont. Pension and I.U. Pension.

Other – includes LMCC, Contract Administration, I/M and Promotion Fund.

NORTHERN CALIFORNIA TILE INDUSTRY JOINT APPRENTICESHIP TRAINING COMMITTEE

File # 00088

TILE FINISHER

O*NET: 47-3011.00F

Effective Date: 04-01-2010

Expire Date: 03-31-2011

Counties: Lake, Mendocino, Sonoma

		Journeyman Wage >											
Period	Percent %	Duration Months	OJT Hours	Hourly Basic Rate	Hourly Taxable Wage	Health & Welfare	Pension	Vacation /Holiday	Training	Other	Hourly Total Rate		
1	75		700	\$16,000	\$16,000	\$8,530	\$2,200		\$150	\$330	\$27,210		
2	80		700	\$16,740	\$16,740	\$8,530	\$2,200		\$150	\$330	\$27,950		
3	85		700	\$17,270	\$17,270	\$8,530	\$2,200	\$,700	\$150	\$330	\$29,180		
				\$20,230	\$20,230	\$8,530	\$2,910	\$,700	\$,350	\$,630	\$33,350		

Footnote(s):

BHR includes Dues Check Off

Pension Includes: Defined Benefit Pension, Defined Cont. Pension, and I.U. Pension.

Other – includes LMCC, Contract Administration, IMland promotion Fund.

NORTHERN CALIFORNIA TILE INDUSTRY JOINT APPRENTICESHIP TRAINING COMMITTEE

File # 00088

TILE LAYER

O*NET: 47-2044.00

Effective Date: 04-01-2011

Expire Date: 03-31-2012

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

Journeyman Wage >											
Period	Percent %	Duration Months	OJT Hours	Hourly Basic Rate	Hourly Taxable Wage	Health & Welfare	Pension	Vacation /Holiday	Training	Other	Hourly Total Rate
1	60	6	900	\$20.030	\$20.030	\$8.530	\$3.380	\$1.100	\$450	\$730	\$34,220
2	65	6	900	\$21.960	\$21.960	\$8.530	\$3.380	\$1.100	\$450	\$730	\$36,150
3	70	6	900	\$23.860	\$23.860	\$8.530	\$3.380	\$1.100	\$450	\$730	\$38,050
4	80	6	900	\$27.570	\$27.570	\$8.530	\$4.310	\$1.100	\$450	\$730	\$42,690
5	90	6	900	\$32.140	\$32.140	\$8.530	\$4.310	\$1.100	\$450	\$730	\$47,260
				\$36,260	\$3,626,000	\$8,530	\$4,610	\$2,350	\$,590	\$,870	\$53,210

Footnote(s):

BHR – Includes amount for Dues Check Off

Pension – Includes amounts for Defined Benefit Pension, Defined Cont. Pension, and I.U. Pension.

Other – Includes amounts for Promotion Fund, LMCC, Contract Administration, and IML.

NORTHERN CALIFORNIA TILE INDUSTRY JOINT APPRENTICESHIP TRAINING COMMITTEE

TILE LAYER

O*NET: 47-2044.00

Effective Date: 04-01-2010

Expire Date: 03-31-2011

Counties: Alpine, Amador, Calaveras, San Joaquin, Stanislaus, Tuolumne

		Journeyman Wage >											
Period	Percent %	Duration Months	OJT Hours	Hourly Basic Rate	Hourly Taxable Wage	Health & Welfare	Pension	Vacation /Holiday	Training	Other	Hourly Total Rate		
1	60	6	900	\$18,760	\$18,760	\$8,530	\$2,910	\$1,100	\$400	\$,730	\$32,430		
2	65	6	900	\$20,520	\$20,520	\$8,530	\$2,910	\$1,100	\$400	\$,730	\$34,190		
3	70	6	900	\$22,360	\$22,360	\$8,530	\$2,910	\$1,100	\$400	\$,730	\$36,030		
4	80	6	900	\$25,670	\$25,670	\$8,530	\$3,860	\$1,100	\$400	\$,730	\$40,290		
5	90	6	900	\$29,960	\$29,960	\$8,530	\$3,860	\$1,100	\$400	\$,730	\$44,580		
				\$32,060	\$32,060	\$8,530	\$4,610	\$2,350	\$540	\$,870	\$48,960		

Footnote(s):

BHR includes Dues Check Off

Pension Includes: Defined Benefit Pension, Defined Cont. Pension and I.U. Pension.

Other – includes Promotion Fund, LMCC, Contract Administration, and IMI.

Northern California Tile Industry Joint Apprenticeship Training Committee

Occupation: **Tile Layer** 47-2044.00

Fresno, Kings, Madera, Mariposa, Merced, Tulare Counties
 Wages effective April 1, 2011 through March 31, 2012

				Total								
	Wage Rate	Dues Check Off	Gross Taxable Wage	Vacation	Pension Plan	Health & Welfare	Apprentice Training	Other	TOTAL PACKAGE			
Journeyman	36	4500	\$27.43	\$0.00	\$27.43	\$2.35	\$4.03	\$8.53	\$0.54	\$0.87	\$43.75	
Apprentice	Months	OJT										
Period 1		900	\$18.85	\$0.00	\$18.85	\$1.00	\$2.70	\$8.53	\$0.20	\$0.73	\$32.01	
Period 2		900	\$20.37	\$0.00	\$20.37	\$1.00	\$2.70	\$8.53	\$0.20	\$0.73	\$33.53	
Period 3		900	\$21.88	\$0.00	\$21.88	\$1.00	\$2.70	\$8.53	\$0.20	\$0.73	\$35.04	
Period 4		900	\$23.79	\$0.00	\$23.79	\$1.15	\$2.90	\$8.53	\$0.20	\$0.73	\$37.30	
Period 5		900	\$26.20	\$0.00	\$26.20	\$1.15	\$3.10	\$8.53	\$0.20	\$0.73	\$39.91	

BHR includes Dues Check -Off

Pension-- includes Defined Benefit Pension, Defined Cont. Pension and I.U. Pension

Other includes: IMI, Promotion, LMCC, and Contract Administration

TILE LAYER

O*NET: 47-2044.00

Effective Date: 04-01-2010

Expire Date: 03-31-2011

Counties: Fresno, Kings, Madera, Mariposa, Merced, Tulare

		Journeyman Wage >											
Period	Percent %	Duration Months	OJT Hours	Hourly Basic Rate	Hourly Taxable Wage	Health & Welfare	Pension	Vacation /Holiday	Training	Other	Hourly Total Rate		
1	60	6	900	\$18.850	\$18.850	\$8.530	\$2.700	\$1.000	\$2.00	\$730	\$32.010		
2	65	6	900	\$20.370	\$20.370	\$8.530	\$2.700	\$1.000	\$2.00	\$730	\$33.530		
3	70	6	900	\$21.880	\$21.880	\$8.530	\$2.700	\$1.000	\$2.00	\$730	\$35.040		
4	80	6	900	\$23.790	\$23.790	\$8.530	\$2.900	\$1.150	\$2.00	\$730	\$37.300		
5	90	6	900	\$26.200	\$26.200	\$8.530	\$3.100	\$1.150	\$2.00	\$730	\$39.910		
				\$27.430	\$27.430	\$8.530	\$4.030	\$2.350	\$540	\$870	\$43.750		

Footnote(s):

BHR includes Dues Check Off

Pension Includes: defined Benefit Pension, Defined Cont. Pension, and I.U.Pension.

Other – includes Promotion Fund, LMCC, Contract Administration, and IMI.

TILE LAYER

O*NET: 47-2044.00

Effective Date: 04-01-2010

Expire Date: 03-31-2011

Counties: Lake, Mendocino, Sonoma

		Journeyman Wage >											
Period	Percent %	Duration Months	OJT Hours	Hourly Basic Rate	Hourly Taxable Wage	Health & Welfare	Pension	Vacation /Holiday	Training	Other	Hourly Total Rate		
1	60	6	900	\$19,770	\$19,770	\$8,530	\$2,910	\$1,100	\$,400	\$,730	\$33,440		
2	65	6	900	\$21,690	\$21,690	\$8,530	\$2,910	\$1,100	\$,400	\$,730	\$35,360		
3	70	6	900	\$23,550	\$23,550	\$8,530	\$2,910	\$1,100	\$,400	\$,730	\$37,220		
4	80	6	900	\$26,890	\$26,890	\$8,530	\$3,860	\$1,100	\$,400	\$,730	\$41,510		
5	90	6	900	\$31,310	\$31,310	\$8,530	\$3,860	\$1,100	\$,400	\$,730	\$45,930		
				\$33,100	\$33,100	\$8,530	\$4,610	\$2,350	\$,540	\$,870	\$50,000		

Footnote(s):

BHR includes Dues Check Off

Pension Includes: Defined Benefit Pension, Defined Cont. Pension and I.U. Pension.

Other — includes Promotion Fund, LMCC, Contract Administration, and IMI.

Attachment F: Addendum to Apprenticeship Standards (Article XX)

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

NORTHERN CALIFORNIA TILE INDUSTRY JOINT APPRENTICESHIP TRAINING COMMITTEE

15091 Wicks Blvd

San Leandro, CA 94577

Occupations TILE LAYER O* NET CODE 47-2044.00
 TILE FINISHER O* NET CODE 47-3011.00F

RECEIVED
DAS DISTRICT OFFICE
SAN FRANCISCO
12 JAN 23 PM 3:04

Recruitment Area Covered by Standards:

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

Approved Statistical Area for Recruitment:

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

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

I. Pledge:

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

II. Dissemination of Information:

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

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

RECEIVED
DAS RECORDS SECTION
SAN FRANCISCO
12 FEB 27 AM 9:02

a. **Department of Labor,**

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

b. **California Employment Development Department**

Alameda Co: 39155 Liberty St., B200, Fremont, CA 94538-1516
24100 Amador St., Hayward, CA 94544-1225
1212 Broadway, Suite 100., Oakland, CA 94612-1835

Butte Co: 2348 Baldwin Ave., Oroville, CA 95966-1522

Calaveras Co:

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

Contra Costa Co: 4071 Port Chicago Hwy. #250, Concord, CA 94520-1157

Del Norte Co:

El Dorado Co:

Fresno Co: 3302 N. Blackstone, Suite 155, Fresno, CA 93726-5393
2555 South Elm Ave., Fresno, CA 93706-5046
720 Oller Street, Mendota, CA 93640
655 Quince St. Suite C, Mendota, CA 93640-2319

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

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

Lake Co: 55 First Street, Lakeport, CA 95453

Lassen Co:

Madera Co: 209 E. 7th Street, Madera, CA 93638-3780

Marin Co: 120 North Redwood Dr., San Rafael, CA 94903

Mendocino Co: 310 E Redwood Ave., Fort Bragg, CA 95437-3520
631 So, Orchard, Ukiah, CA 95482-5011

Merced Co: 1205 W. 18th St., Merced, CA 95340-4513
1075 H Street, Los Banos, CA 93635-4347

Modoc Co:

Monterey Co: 730 La Guardia Street, Salinas, CA 93905-3354

Nevada Co: 10775 Pioneer Trail, Suite 102 Truckee, CA 96161-0233

Placer Co: 1880 Sierra Gardens Dr. #100, Roseville, CA 95661-2958

Plumas Co:

Sacramento Co: 2901 - 50th St., Sacramento, CA 95817-2304

San Benito Co: 1111 San Felipe Rd, Hollister, CA 95023-2814

San Francisco Co: 801 Turk St., San Francisco 94102-3117

San Joaquin Co: 135 Fremont St., Stockton 95201-9013
302 Northgate Drive, Manteca, CA 95336-1206
213 West 11th Street, Tracy, CA 95376

San Mateo Co: 550 Quarry Rd, San Carlos, CA 94070

Santa Clara Co: 420 S Pastoria Avenue, Sunnyvale, CA 94086-7624
2450 S. Bascom Ave, Campbell, CA. 95011-4303
7800 Arroyo Circle, Suite A., Gilroy, CA 95020-7346

Santa Cruz Co: 2045 40th Ave, Ste B, Capitola, CA 95010-2549

Shasta Co: 1325 Pine Street, Redding, CA 96001-0603

Siskiyou Co:

Solano Co: 320 Campus Lane, Fairfield, CA 95434

Sonoma Co: 1440 Marin, Vallejo, CA 94590-4447
2245 Challenger Way #104, Santa Rosa, CA 95407-5422
Stanislaus Co: 629 12th Street, Modesto, CA 95354-2424
125 N. Broadway, Turlock, CA 95380
Sutter Co:
Tehama Co:
Trinity Co:
Tulare Co: 1063 W. Henderson Ave., Porterville, CA 93257-1450
4025 Noble Avenue #B, Visalia, CA 93277-1631
Tuolumne Co: 19890 Cedar Rd. North #B, Sonora, CA 95370-5197
Yolo Co: 25 N. Cottonwood Street, Woodland, CA 95696-6609
500A Jefferson Blvd, Ste. 110, W. Sacramento, CA 95605
Yuba Co: 1114 Yuba Street, Marysville, CA 95901-4831

c. **Division of Apprenticeship Standards**

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

Other DAS Offices in Northern California:

2424 Arden Way, Suite 160, Sacramento 95825-2488
100 Paseo De San Antonio, Room 125, San Jose 95113
2550 Mariposa St., Rm 3080, Fresno, CA 93721

d. **County Superintendent of Schools**

Alameda Co: 313 West Winton Avenue, Hayward, CA 94545
Alpine Co: 43 Hawkside Drive, Markleeville, CA 96120
Amador Co: 217 Rex Avenue Ste 7, Jackson, CA 95642
Butte Co: 1859 Bird Street, Oroville, CA. 95965
Calaveras Co: 185 South Main St., Angels Camp, CA 95221
Colusa Co: 146 Seventh Street, Colusa, CA 95932
Contra Costa Co: 75 Santa Barbara Road, Pleasant Hill, CA 94523
Del Norte Co: 301 W. Washington Blvd, Crescent City, CA 95531
El Dorado Co: 6767 Green Valley Road, Placerville, CA 95667
Fresno Co: 1111 Van Ness Avenue, Fresno, CA 93721
Glenn Co: 311 South Villa Avenue, Willows, CA 95988
Humboldt Co: 901 Myrtle Avenue, Eureka, CA 95501
Kings Co: 1144 W. Lacey Blvd., Hanford, CA 93230
Lake Co: 1152 S. Main Street, Lakeport, CA 95453
Lassen Co: 472.013 Johnsonville Road No., Susanville, CA 96130
Madera Co: 28123 Avenue 14, Madera, CA 93638
Marin Co: 1111 Las Gallinas Avenue, San Rafael, CA 94913
Mariposa Co: 5082 Old Highway North, Mariposa, CA 95338
Mendocino Co: 2240 Old River Road, Ukiah, CA 95482
Merced Co: 632 West 13th Street, Merced, CA 95340
Modoc Co: 139 W. Henderson Street, Alturas, CA 96101
Monterey Co: 901 Blanco Circle, Salinas, CA 93912
Napa Co: 2121 Imola Avenue, Napa, CA 94959
Nevada Co: 112 Nevada City Hwy, Nevada City, CA 95959
Placer Co: 360 Nevada Street, Auburn, CA 95603
Plumas Co: 50 Church St., Ste B, Quincy, CA 95971

RECEIVED
DAS DISTRICT OFFICE
SAN FRANCISCO
11 DEC -2 PM 2:57

Sacramento Co: 10474 Mather Blvd., Mather, CA 95655
San Benito Co: 460 Fifth Street, Hollister, CA 95023
San Francisco Co: 555 Franklin St., San Francisco, CA 94102
San Joaquin Co: 2901 Arch-Airport Road, Stockton, CA 95206
San Mateo Co: 101 Twin Dolphin Drive, Redwood City, CA 94065
Santa Clara Co: 1290 Ridder Park Dr., San Jose, CA 95131
Santa Cruz Co: 400 Encinal Street, Santa Cruz, CA 95060
Shasta Co: 1644 Magnolia Ave., Redding, CA 96001
Sierra Co: 305 South Lincoln St. Sierraville, CA 96126
Siskiyou Co: 609 South Gold St., Yreka, CA 96097
Solano Co: 5100 Business Center Dr., Fairfield, CA 94534
Sonoma Co: 5340 Skylane Blvd., Santa Rosa, CA 95403
Stanislaus Co: 1100 H Street, Modesto, CA 95354
Sutter Co: 970 Klamath, Yuba City, CA 95993
Tehama Co: 1135 Lincoln Street, Red Bluff, CA 96080
Trinity Co: 201 Memorial Drive, Weaverville, CA 96093
Tulare Co: 2637 West Burrel Avenue, Visalia, CA. 93278
Tuolumne Co: 175 South Fairview Lane, Sonora, CA 95370
Yolo Co: 1280 Santa Ana Court, Ste. 100. Woodland, CA 95776
Yuba Co: 935 14th Street, Marysville, CA 95901

e. Community Colleges

Alameda Co: Peralta Community College District
333 East 8th Street, Oakland, CA 94606-2889
College of Alameda
555 Atlantic Ave., Alameda, CA 94501-2109
Laney College
900 Fallon St., Oakland, CA 94607
Merritt College
12500 Campus Drive, Oakland, CA 94619-3196
Vista College
2020 Milvia Street, Berkeley, CA 94704-1183
Chabot-Las Positas Community College District
7011 Koll Center Pkwy., Ste 200, Pleasanton, CA 94566-3129
Chabot College
P.O. Box 5001, Hayward, CA 94540-5001
Las Positas College
3033 Collier Canyon Rd., Livermore, CA 94550
Ohlone College
43600 Mission Boulevard, Fremont, CA 94539-091
Butte - Glenn Co: Butte College
3536 Butte Campus Dr., Oroville, CA 95965-8399
Contra Costa Co: Contra Costa Community College District
500 Court Street, Martinez, CA 94553-1278
Contra Costa College
2600 Mission Bell Dr., San Pablo, CA 94806-3195
Diablo Valley College
321 Golf Club Rd., Pleasant Hill, CA 94523
Los Medanos College
2700 East Leland Road, Pittsburg, CA 94565-5197

RECEIVED
DAS DISTRICT OFFICE
SAN FRANCISCO
11 DEC -2 PM 2:57

El Dorado Co: Lake Tahoe Community College
1 College Drive, So. Lake Tahoe, CA 96150-4524

Fresno Co: State Center Community College District
1525 East Weldon Avenue, Fresno, CA 93704-6340
Fresno City College
1101 E. University Ave, Fresno, CA 93741 -0001
Reedley College
995 N. Reed Ave., Reedley, CA 93654-2099
Clovis Center
390 W. Fir, Clovis, CA 93611
Madera Center
30277 Avenue 12, Madera, CA 93638
Oakhurst Center
40241 Highway 41 Building G, Oakhurst, CA 93644

Humboldt Co: College of the Redwoods
7351 Tompkins Hill Rd., Eureka, CA 95501-9301

Kings Co: West Hills College
300 Cherry Lane, Coalinga, CA 93210-1399

Lassen Co: Lassen College
P.O. Box 3000, Susanville, CA 96130-3000

Marin Co: College of Marin
885 College Ave., Kentfield, CA 94904 -2590

Mendocino Co: Mendocino College
P.O. Box 3000, Ukiah, CA 95482-0300

Merced Co: Merced College
3600 M Street Merced, CA 95348-2898

Monterey Co: Hartnell College
156 Homestead Ave., Salinas, CA 93901-1697
Monterey Peninsula College
9880 Fremont St., Monterey, CA 93940-4799

Napa Co: Napa Valley College
2277 Napa-Vallejo Highway, Napa, CA 94558-6236

Nevada Co: Sierra College
5000 Rocklin Road, Rocklin, CA 95677-3397

Placer Co: Feather River College
P.O. Box 11110, Quincy, CA 95971-6023

Sacramento Co: Los Rios Community College District
1919 Spanos Court, Sacramento, CA 95825-3981
American River College
4700 College Oak Dr., Sacramento, CA 95841-4286
Cosumnes River College
8401 Center Parkway, Sacramento, CA 95823-5799
Sacramento City College
3835 Freeport Blvd., Sacramento, CA 95822-1386

San Francisco Co: City College of San Francisco
50 Phelan Avenue E200, San Francisco, CA 94112

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

San Luis Obispo Co: Cuesta College
P.O. Box 8106, San Luis Obispo, CA 93403-8106

San Mateo Co: San Mateo County Community College District

RECEIVED
DAS DISTRICT OFFICE
SAN FRANCISCO
11 DEC -2 PM 2:57

Santa Clara Co: 3401 CSM Drive, San Mateo, CA 94402-3651
College of San Mateo
1700 W. Hillsdale Blvd., San Mateo, CA 94402-3784
Canada College
4200 Farm Hill Blvd., Redwood City, CA 94061
Skyline College
3300 College Drive, San Bruno, CA 94066-1662
Foothill-DeAnza Community College District
12345 El Monte Road, Los Altos, CA 94022-4599
DeAnza College
21250 Stevens Cr. Blvd., Cupertino, CA 95014
Foothill College
12345 El Monte Rd, Los Altos Hills, CA 94022-4599
San Jose/Evergreen Community College District
4750 San Felipe Road, San Jose, CA 95135-1599
San Jose City College
2100 Moorpark Av, San Jose, CA 95128-2799
Evergreen Valley College
3095 Yerba Buena Rd. San Jose, CA 95135-1598
West Valley-Mission Community College District
14000 Fruitvale Avenue, Saratoga, CA 95070-5698
Mission College
3000 Mission College Blvd., Santa Clara, CA 95054
West Valley College
140000 Fruitvale Avenue, Saratoga, CA 95070-5699
Gavilan College
5055 Santa Teresa Blvd., Gilroy, CA 95020-9599
Santa Cruz Co: Cabrillo College
6500 Soquel, Aptos, CA 95003-3198
Shasta Co: Shasta College
P.O. Box 496006, Redding, CA 96049-6006
Siskiyou Co: College of the Siskiyous
800 College Ave., Weed, CA 96094-2899
Solano Co: Solano Community college
4000 Suisun Valley Rd., Suisun, CA 94585-3197
Sonoma Co: Santa Rosa Jr. College
1501 Mendocino Ave., Santa Rosa , CA 95401-1628
Stanislaus Co: Yosemite Community College District
2201 Blue Gum Avenue, Modesto, CA 95352-4065
Modesto Junior College
435 College Ave., Modesto, CA 95350-5800
Tulare Co: Porterville College
100 E. College Ave., Porterville, CA 93257-5901
College of the Sequoias
915 S. Mooney Blvd., Visalia, CA 93277-2234
Tuolumne Co: Columbia College
11600 Columbia College Dr., Sonora, CA 95370-8518
Yuba Co: Yuba College
2088 N. Beale Rd., Marysville, CA 95901-7699

RECEIVED
DAS DISTRICT OFFICE
SAN FRANCISCO
11 DEC -2 PM 2:57

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

III. Affirmative Action Plan: We will engage in outreach and positive recruitment activities which will increase minority and women's participation in our area. (Affirmative Action Plan included)

IV. Written Applications:

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

15091 Wicks Blvd San Leandro, CA 94577 Monday's 9:00 AM to 11:30 AM	461 Park Avenue, #5 San Jose, CA 95110 Monday's 8:30 AM to 11:30 AM	2840 El Centro Rd #105 Sacramento, CA 95833 Monday's 8:30 AM to 11:30 AM
--	--	---

V. Selection of Apprentice Applicants:

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

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

Qualified applicants will be employed as follows:

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

A. Minimum Age:

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

B. Educational Prerequisite for Entry:

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

Alternative Selection Method:

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

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

RECEIVED
DAS DISTRICT OFFICE
SAN FRANCISCO
12 JAN 23 PM 3:50

- C. Physical requirements for entry:
Applicant must be physically able to perform the work of the trade. There is no physical examination required. If a medical examination is required, it shall be at no cost to the applicant.

- D. Written Tests, if any:
None required

- E. Oral Interview:
None required

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

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

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

VI. Goals and Timetables

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

RECEIVED
DAS DISTRICT OFFICE
SAN FRANCISCO
11 DEC -2 PM 2:57

- VII. Records:
Apprentice records will be maintained for five years after certification and non apprentice records such as applications will be maintained for two (2) years and kept at:
15091 Wicks Blvd, San Leandro, CA 94577

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

This addendum to the Standards is submitted for approval of the Chief, Division of Apprenticeship Standards as adopted on 29 day of NOV., 2011.

SIGNED FOR THE PROGRAM SPONSOR(S):

RECEIVED
DAS RECORDS SECTION
SAN FRANCISCO
12 FEB 27 AM 9:02

Employer Organization

Employee Organization

Tile, Terrazzo, Marble and Restoration
Contractors Association of Northern California,
Inc

Bricklayers and Allied Craftworkers Local Union
#. 3

Organization Name

Organization Name

951 Commercial Street

10806 Bigge St

Address

Address

Palo Alto, CA 94303

San Leandro CA 94577

City, State, Zip

City, State, Zip

Tommy Conner

Dave Jackson

Typed Authorized Representative

Typed Authorized Representative

Employer/Trustee

President

Title

Title



11-29-11



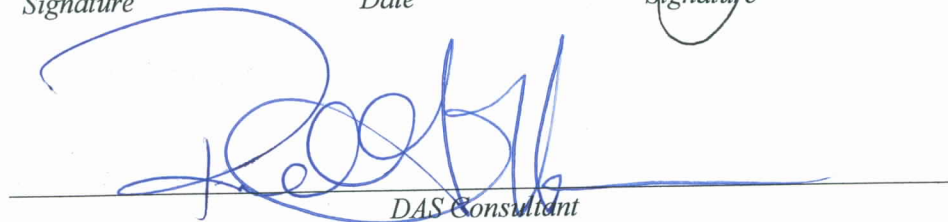
11-29-11

Signature

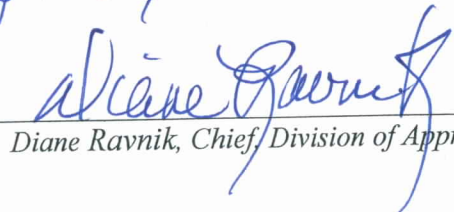
Date

Signature

Date


DAS Consultant

The foregoing Addendum to the Standards, being in conformity with the rules and regulations of the California Apprenticeship Council, the California Code of Regulations, and applicable Federal Regulations are hereby approved on April 30, 2012.


Diane Ravnik, Chief, Division of Apprenticeship Standards

RECEIVED
DAS DISTRICT OFFICE
SAN FRANCISCO
DEC - 2 PM 2:58

RECEIVED
DAS RECORDS SECTION
SAN FRANCISCO

12 FEB 27 AM 9:02

Northern California Tile Industry JATC Affirmative Action Plan

Affirmative Action Program:

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

Affirmative Action Plan:

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

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

RECEIVED
DAS DISTRICT OFFICE
SAN FRANCISCO
12 JAN 23 PM 3:51



October 3, 2011

To Whom It May Concern:

Hayward Adult School (HAS) is the Local Education Agency (LEA) for the Northern California Tile Industry, JATC.

We have reviewed the new curriculum for the Northern California Tile Industry. We have approved the curriculum today; October 3, 2011, they are meeting LEA requirements including the following aspects:

- Implementation of Green Components

If you should have any questions, please feel free to give me a call.

Sincerely,

Ana Solomon
Principal

Cc: Lupe Ortiz, Tile Coordinator

de

RECEIVED
HAS RECORDS SECTION
SAN FRANCISCO
12 FEB 21 AM 9:22

RECEIVED
DAS DISTRICT OFFICE
SAN FRANCISCO
11 DEC -2 PM 2:58

RECEIVED
INTEGRATION SECTION
SAN FRANCISCO
12 FEB 27 AM 9:02

NC TILE JATC APPRENTICESHIP PROGRAM
RULES & REGULATIONS

Rev: 01-25-2011

15091 Wicks Blvd.
San Leandro, CA 94577

(510) 632-8453 Office * (510) 632-8456 Fax

www.nctijatc.org

RECEIVED
DAS DISTRICT OFFICE
SAN FRANCISCO
11 DEC -2 PM 2:58