# REVISION OF APPROVED STANDARDS

1. **Name of Committee**
   
   Northern California Tile Industry JATC

2. **Area Covered by Standards**
   

3. **Committee Address - Street Address, City & Zip Code**
   
   600 Pinnacle Place, Livermore, CA 94550

   **Telephone No.**
   
   (510) 632-8453

4. **Occupation**
   
   - DOT Number
     
     47-2044.00
   - Tile Layer
     
     47-3011.00
   - Tile Finisher

5. **Action**
   
   - Revision of Journeyman Wages
   - Revision of Area
   - Revision of Apprentice or Trainee Rates
   - Revision of Ratio
   - Revision of Work Processes
   - Revision of Other Compensation
   - Revision of Selection Procedures
   - Effective Date of This Action: 12/12/2018
   - Full Revision

6. **Related Instruction**
   
   7. School
   
   8. Present Journeyman Wage
   
   $ Per

   9. Effective Date of Journeyman Wage
   
   4/1/18 to 3/31/19

10. **Apprentice or Trainee Wage Scale** (indicate amount of time [hours, weeks or months] and percent of journeyman wage or dollar amount.)

<table>
<thead>
<tr>
<th>1st Per</th>
<th>5th Per</th>
<th>9th Per</th>
</tr>
</thead>
<tbody>
<tr>
<td>2nd Per</td>
<td>6th Per</td>
<td>10th Per</td>
</tr>
<tr>
<td>3rd Per</td>
<td>7th Per</td>
<td>11th Per</td>
</tr>
<tr>
<td>4th Per</td>
<td>8th Per</td>
<td>12th Per</td>
</tr>
</tbody>
</table>

11. **Overtime Provisions**

12. **Straight Time Hours**

   Per Day: Per Week: Approx. Hours

13. **Other Compensation**

<table>
<thead>
<tr>
<th>Eff. Date</th>
<th>Eff. Date</th>
</tr>
</thead>
<tbody>
<tr>
<td>A. Health &amp; Welfare</td>
<td>$ $</td>
</tr>
<tr>
<td>B. Pension</td>
<td>$ $</td>
</tr>
<tr>
<td>C. Vacation</td>
<td>$ $</td>
</tr>
<tr>
<td>D. Apprentice Funds</td>
<td>$ $</td>
</tr>
<tr>
<td>E. Other (Specify)</td>
<td>$ $</td>
</tr>
<tr>
<td>Total</td>
<td>$ $</td>
</tr>
</tbody>
</table>

14. **Work Processes**

15. **Remarks**

**CERTIFIED AS CORRECT:**

Signature - Apprenticeship Consultant: [Signature] Date: 3/13/19

Signature - Committee Sec. Or Chair (Cross out one): [Signature] Date: 12-17-18

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

Approved - Chief, Division of Apprenticeship Standards: [Signature] Date Approved: 8/1/2019
APPRENTICESHIP STANDARDS
of the
NORTHERN CALIFORNIA TILE INDUSTRY
JOINT APPRENTICESHIP TRAINING COMMITTEE

REVISED 11-29-2011

Amended 8-22-18
ARTICLE I: Purpose and Policy ................................................................. 1
ARTICLE II: Occupations ........................................................................ 1
ARTICLE III: Organization ...................................................................... 1
ARTICLE IV: Jurisdiction ......................................................................... 1
ARTICLE V: Functions ........................................................................... 1
ARTICLE VI: Responsibilities ................................................................... 2
ARTICLE VII: Definition of an Apprentice ............................................... 3
ARTICLE VIII: Duties of an Apprentice ................................................... 3
ARTICLE IX: Apprentice Agreement ....................................................... 3
ARTICLE X: Termination and Transfer of Agreements .............................. 3
ARTICLE XI: Related and Supplemental Instruction ............................... 4
ARTICLE XII: Lay Off ............................................................................ 4
ARTICLE XIII: Controversies .................................................................. 4
ARTICLE XIV: Term of Apprenticeship ................................................... 4
ARTICLE XV: Ratio ................................................................................ 5
ARTICLE XVI: Wage Schedules .............................................................. 5
ARTICLE XVII: Work Training ............................................................... 5
ARTICLE XVIII: Safety, Health, Recognition of Illegal Discrimination and Sexual Harassment ................................................................. 5
ARTICLE XIX: Certificate of Completion ................................................. 5
ARTICLE XX: California Plan for Equal Opportunity in Apprenticeship ........ 6
ATTACHMENT A: Tile Layer Apprentice Supplement ............................. 8
ATTACHMENT B: Tile Finisher Apprentice Supplement .......................... 12
ATTACHMENT E: Tile Apprentice Wage Schedules .................................. 15
ATTACHMENT F: Addendum to Apprenticeship Standards(Article XX) .......... 18
ATTACHMENT F-1: Affirmative Action Program ...................................... 28
ARTICLE I: Purpose and Policy

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
O*NET CODE 47-2044.00

TILE FINISHER
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. Use every effort to keep the apprentice employed in a reasonably continuous manner and adequately instructed.

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 affirmative action plans 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 XVII.

**ARTICLE VI: Responsibilities**

The responsibilities of the apprenticeship committee shall be to:

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, that 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. Provide disciplinary procedures for apprentices including provisions for fair hearings;

12. Adopt changes to these standards, as necessary, subject to the approval of parties hereto and the Chief of the Division of Apprenticeship Standards;

13. Implement a program for training and education regarding illegal discrimination and sexual harassment;

14. Prepare and submit an annual Self-Assessment Review, and Program Improvement Plan;

15. Participate in the development of, and/or comply with approved industry training criteria; ensure there is meaningful representation of the interests of apprentices in the management of the 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

The first 750 reported OJT hours of employment for the apprentice, after signing the Apprenticeship Agreement, shall be the probationary period.

During the probationary period either the apprentice or the JATC shall terminate the Apprenticeship Agreement, without stated cause within the first 750 hours of an apprenticeship, by notifying the apprentice in writing. The records for each probationary apprentice shall be reviewed prior to the end of
the probationary period. Records shall consist of periodic reports regarding progression made in both
the on-the-job training and related instruction and any disciplinary action taken during the probationary
period.

1. If an employer is unable to fulfill his/her obligations to train under any apprentice agreement or in the
event of a layoff, the apprenticeship committee may 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.
ARTICLE XV: Ratio

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

The maximum ratio shall be one (1) apprentice for every one (1) journeyworker, and no less than one (1) apprentice for every five (5) journeyworkers.

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 journeyperson 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.

Employer Organization
Tile, Terrazzo, Marble and Restoration Contractors Association of Northern California, Inc.
45755 Northport Loop West
Fremont, CA 94538

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

BY: ________________________________
Employer/Trustee:

BY: ________________________________
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 ______________________, 2019

______________________________
Eric Rood, Chief
Division of Apprenticeship Standards

DATE
8/1/2019
LIST OF COMMITTEE MEMBERS AND COMPANY NAMES

MANAGEMENT
Rich Papapietro
De Anza Tile
45755 Northport Loop West
Fremont, CA 94538
Mark Cantrell
De Anza Tile
45755 Northport Loop West
Fremont, CA 94538
Linc Williams
D & J Tile Co.
1045 Terminal Way
San Carlos, CA 94070
Rich Galliani, Secretary
P.O Box 755
San Francisco, CA 94104

LABOR
Dave Jackson: Chairman
BAC Local 3
10806 Bigge Street
San Leandro, CA 94577
Troy Garland
BAC Local 3
10806 Bigge Street
San Leandro, CA 94577
Darin Compton
BAC Local 3
10806 Bigge Street
San Leandro, CA 94577
Steve Vogel
BAC Local 3
10806 Bigge Street
San Leandro, CA 94577

TRAINING COORDINATOR
Mark Ansell
NC Tile JATC Administrative Office
600 Pinnacle Place
Livermore CA 94550

SCHOOL ADVISOR
Dr. Zakrevsky
Hayward Unified School District: Hayward Adult School
22100 Princeton St.
Hayward, CA 94541

DAS CONSULTANT
Patricia Guerrero
100 Paseo de San Antonio, Rm. 125
San Jose, CA 95113

NC Tile JATC DAS Apprenticeship Standards
7
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

Section 1: Term of Apprenticeship and Probation:
The Standard term of apprenticeship shall be 5000 OJT hours and shall be completed within three years; the first 750 hours shall be a probationary period.

Section 2: Apprentice Wage Schedule, Fringe benefit and Advancements:
See ATTACHEMENT E: Wage Schedules

Section 3: 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 & History of the Tile Trade: 4 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, DOL, DAS, DIR, and 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 workplace (environmental awareness). Introduction to Leadership in Energy and Environmental Design (LEED) as it relates to the installation of ceramic tile and stone.
A-1.1 Health & Safety: 4 hours
Physical hazards, health hazards, overuse syndromes. The course covers protective equipment, scaffolding safety, workplace safety and the law, protecting others and substance abuse. Protecting the environment in the workplace (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, trim, substrates and bonding: 8 hours
Course covers all types of tile, their properties, manufacturing processes, base materials, substrate inspections, substrate preparation and layout. Also covered are trim, numbering, backings, and bonding to various surfaces. The course introduces the student to different methods, systems, and working procedures.

A-3 Intro to TCNA and ANSI Guidelines: 4 hours
Course covers all methods for Ceramic, Glass and Stone Tile uses, limitations, material requirements, preparation requirements by other trades, movement joints and installation specifications.

A-4 Membranes: 8 hours
Course covers all substrate preparation requirements for all surfaces to receive A118.10, liquid and sheet applied membranes, A118.12 sheet applied waterproof and crack isolation membranes, plus all additional types of membranes such as vapor retarder, uncoupling, cleavage and sound reduction.

A-5 Floors: 8 hours
Principles of floor layouts and installation of both mortar method and thin-set method. Course covers layouts including diagonals and patterns, installation guidelines, use of tools and equipment.

A-6 Walls & Ceilings: 8 hours
Course covers the principles of layout, inspection and installation of walls and ceilings (mortar and thin-set), tubs, showers, steam rooms, glass mosaics and building exteriors

Intermediate classes:
B-7 Natural Stone: 4 hours
Course covers layout and installation and edging all types of stone tile and their properties as well as special tools and equipment.

B-8 Countertops / Solid Surfaces: 4 hours
Course covers the layout, inspection and installation of countertops.

B-9 Codes, repairs/renovation: 8 hours
Course covers publications and standards for tile work; including building codes, repairs and punch lists and renovation work.

B-10 Math for tile work / 3-view drawings/ scale: 4 hours
Course covers the application of basic math and geometry principles for tile work as well an introduction to reading blueprints.

B-11 Stairs: 8 hours
Course covers the principles of layout, inspection and installation of stairs.
Advanced classes:

C-12 **Watertight installations: 8 hours**
Course covers the principles of layout, inspection and installation of water proof membranes, shower pans, fountains, pools, steam rooms, and spas.

C-13 **Math II / Commercial layout: 8 hours**
Course covers the application of advanced math and geometry principles including the layout of complex designs.

C-14 **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.

C-15 **Arches, domes: 6 hours**
Course covers the principles of layout, inspection and installation of various types of arches, inner and outer domes.

C-16 **Radius, column: 6 hours**
Course covers the principles of layout, inspection and installation of curved and circular walls and columns.

C-17 **Gauged Porcelain Tile (GPT): 6 hours**
Surface preparation, layout, inspection and installation of GPT.

C-18 **ACT Membranes: 4 hours**
All Tile Layer apprentices shall take ACT Membranes. Tile Layer apprentices indentured to the program before ACT Membranes was added to the curriculum and approved by the DAS shall not be required to achieve a passing score as a condition to advance to journyperson status.

2. **Basic math: 4 hours**
There is a 6-credit basic math requirement for Tile Layer apprentices. This is fulfilled by achieving a passing score 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, Tub, Membranes, 3-Wall Shower with Window, 2 Drain Commercial Floor, Kitchen Counters, Vanity, Stairs, ADA Curbless Shower, Shower Receptor B415, 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 journyperson 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.

6. **Work Processes:**

<table>
<thead>
<tr>
<th></th>
<th>Approximate Hours</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Layout and preparation of surfaces for tile application: Includes substrate inspection, layout, substrate preparation, mixing of base materials such as mortar to floors, walls and ceilings. Application of cementitious self-leveling underlayments, and mortars to floors. Preparation, mixing and application of bonding material such as dry-set Portland cement, Latex-Portland Cement, organic adhesives, mastic or other bonding material. Covers the handling and maintenance of equipment in accordance with established procedures and safe on the job practices.</td>
<td>875</td>
</tr>
<tr>
<td>2. Layout and Substrate preparation such as waterproofing by applying liquid and sheet applied membranes to both walls and floors.</td>
<td>500</td>
</tr>
<tr>
<td>3. Repairs, surface patches, tile grouts, mixing and application of Cleaning solvents and Acids.</td>
<td>250</td>
</tr>
<tr>
<td>4. Blueprint examination, measurement and surface layout.</td>
<td>200</td>
</tr>
<tr>
<td>5. Layout, preparation and installation of walls, showers, jambs, ceilings and veneers for residential and commercial applications. Includes spreading and leveling of base materials. LEEDs architectural considerations in the use of ceramic tile and stone (green).</td>
<td>1530</td>
</tr>
<tr>
<td>6. Layout, preparation and installation of countertops.</td>
<td>55</td>
</tr>
<tr>
<td>7. Layout, preparation and installation of all types of floors including quarry tile.</td>
<td>1530</td>
</tr>
<tr>
<td>8. Layout, preparation and installation of mantels, hearths, domes and arches</td>
<td>60</td>
</tr>
<tr>
<td><strong>TOTAL</strong></td>
<td><strong>5,000</strong></td>
</tr>
</tbody>
</table>
ATTACHMENT B: Tile Finisher 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 FINISHER O* NET CODE 47-3011.00F

Section 1: Term of Apprenticeship and Probation:
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.

Section 2: Apprentice Wage Schedule, Fringe benefit and Advancements:
See ATTACHMENT E: Wage Schedules

Section 3: Work Training:
There are eleven components to this curriculum. Related supplemental instruction is 100 hours of workbook time and 100 hours of manipulative practice in school.

1. Orientation & History of The Tile Trade: 4 hours
   a. Terms and definitions
   b. Brief history of masonry and apprenticeship
   c. Brief history of BAC
   d. Pertinent labor law, worker’s rights, DOL, DAS, DIR, and 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)

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 ceramic tile and stone (Green)

2. Mud Mixing / Bonding Materials: 8 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 specifications, Mastics, Epoxies, Mixing, Surface Preparation

NC Tile JATC DAS Apprenticeship Standards
3. **Intro to TCNA and ANSI Guidelines: 8 hours**
   Course covers all methods for Ceramic, Glass and Stone Tile. Uses, limitations, requirements, materials, preparation requirements by other trades, movement joints and specifications.

4. **Tile Trim & Materials Handling: 8 hours**
   A. Tile and Trim: Ceramic tile types, trim (standard, ceramic mosaic and quarry)
   B. Cutting Equipment
   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

5. **Grouting / Caulking: 10 hours**
   A. Grouting Objectives
   B. Grout types, mixing, water ratios, grout joint size, weather, and backings
   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

6. **Advanced Topics: 12 hours**
   A. Underlayment’s
   B. Liquid Applied Membranes
   C. Sound-rated floors
   D. Special Equipment (swing scaffolds, lifts, etc.)
   E. Punch lists and Repairs
   F. Supervision; Training Others

7. **ACT Grouts: 40 hours**
   ANSI
   A. A118.6
   B. A118.7
   C. A118.3
   Tile Finisher apprentices shall take ACT Grouts. Tile Finisher apprentices indentured before “2018 approval date of Standards amendments” shall not be required to achieve a passing score as a condition to advance to journeyperson status.
   Tile Finisher apprentices indentured after “2018 approval date of Standards amendments” shall be required to achieve a passing score as a condition to advance to journeyperson status.

8. **Math I & II: 4 hours**
   A. Basic Math Review
   B. Metrics
9. **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 – Floors – Grout SND & Epoxy, Tub – Grout NSD & Caulk, Shower – Grout SND & Caulk, Countertop – Grout & Caulk, Shower with Stone – Grout NSD & Caulk, ACT Grouts.

10. **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 journeyperson status without completing this requirement, regardless of the number of credits earned.

11. **Electives.** Six credits (two class days) of practical application of tile principles such as participation at the annual run-off contest, charity projects, permanent installations at school, etc.

**Section 4: Work Processes:**

<table>
<thead>
<tr>
<th>Work Process</th>
<th>Approximate Hour</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Surface Preparation</td>
<td>425</td>
</tr>
<tr>
<td>2. Mixing mortars of all types</td>
<td>425</td>
</tr>
<tr>
<td>3. Finishing of tile work</td>
<td>850</td>
</tr>
<tr>
<td>4. Equipment use and maintenance</td>
<td>100</td>
</tr>
<tr>
<td>5. Material handling</td>
<td>150</td>
</tr>
<tr>
<td>6. Cleaning Tile surfaces</td>
<td>150</td>
</tr>
<tr>
<td><strong>Total Hours</strong></td>
<td><strong>2100</strong></td>
</tr>
</tbody>
</table>

NC Tile JATC DAS Apprenticeship Standards
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 47-3011.00

**APPENDIX A**
**TILE WAGE/BENEFIT SCHEDULE**
**04/01/19 - 03/31/19**

**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, AND TRINITY.

<table>
<thead>
<tr>
<th>Skill Level</th>
<th>Hours</th>
<th>Wage Rate</th>
<th>Vac Days</th>
<th>BAC PAC</th>
<th>Taxable Wages</th>
<th>Health Welfare</th>
<th>Def Ben Pension</th>
<th>I. U. Pension</th>
<th>Def Cont. Pension</th>
<th>JATC Tmng</th>
<th>MIL Vac</th>
<th>Promo Fund</th>
<th>LMCOC</th>
<th>Overtime</th>
<th>Total Package</th>
</tr>
</thead>
<tbody>
<tr>
<td>F-4 Apprentice</td>
<td>1080</td>
<td>21.64</td>
<td>.00</td>
<td>1.20</td>
<td>02 22.66</td>
<td>9.38</td>
<td>3.43</td>
<td>.64</td>
<td>.00</td>
<td>.66</td>
<td>.38</td>
<td>.50</td>
<td>.00</td>
<td>.39</td>
<td>38.01</td>
</tr>
<tr>
<td>F-5 Apprentice</td>
<td>1080</td>
<td>22.05</td>
<td>.70</td>
<td>1.20</td>
<td>02 24.00</td>
<td>9.38</td>
<td>3.05</td>
<td>.64</td>
<td>.00</td>
<td>.66</td>
<td>.39</td>
<td>.53</td>
<td>.00</td>
<td>.41</td>
<td>39.41</td>
</tr>
<tr>
<td>F-6 Certified Journey Finisher</td>
<td>2001</td>
<td>1.00</td>
<td>1.53</td>
<td>02 28.26</td>
<td>9.36</td>
<td>4.06</td>
<td>.64</td>
<td>.50</td>
<td>.42</td>
<td>.45</td>
<td>.33</td>
<td>.00</td>
<td>.45</td>
<td>.07</td>
<td>44.98</td>
</tr>
<tr>
<td>Red Carded Finisher</td>
<td>31.61</td>
<td>1.50</td>
<td>1.31</td>
<td>02 34.94</td>
<td>9.38</td>
<td>4.06</td>
<td>.64</td>
<td>1.12</td>
<td>.82</td>
<td>.52</td>
<td>.33</td>
<td>.00</td>
<td>.45</td>
<td>.07</td>
<td>52.05</td>
</tr>
<tr>
<td>S-5 Apprentice</td>
<td>1250</td>
<td>26.18</td>
<td>1.10</td>
<td>1.50</td>
<td>02 28.90</td>
<td>9.36</td>
<td>4.06</td>
<td>.64</td>
<td>.59</td>
<td>.92</td>
<td>.45</td>
<td>.33</td>
<td>.00</td>
<td>.53</td>
<td>.07</td>
</tr>
<tr>
<td>S-9 Apprentice</td>
<td>1250</td>
<td>28.56</td>
<td>1.10</td>
<td>1.50</td>
<td>02 31.29</td>
<td>9.36</td>
<td>4.06</td>
<td>.64</td>
<td>.59</td>
<td>.92</td>
<td>.46</td>
<td>.33</td>
<td>.00</td>
<td>.54</td>
<td>.07</td>
</tr>
<tr>
<td>S-10 Apprentice</td>
<td>1250</td>
<td>32.25</td>
<td>1.50</td>
<td>1.90</td>
<td>02 35.97</td>
<td>9.38</td>
<td>4.06</td>
<td>.64</td>
<td>1.65</td>
<td>.92</td>
<td>.54</td>
<td>.33</td>
<td>.00</td>
<td>.59</td>
<td>.07</td>
</tr>
<tr>
<td>S-11 Apprentice</td>
<td>1250</td>
<td>36.10</td>
<td>1.50</td>
<td>1.90</td>
<td>02 41.52</td>
<td>9.38</td>
<td>4.06</td>
<td>.64</td>
<td>1.65</td>
<td>.92</td>
<td>.59</td>
<td>.33</td>
<td>.00</td>
<td>.63</td>
<td>.07</td>
</tr>
<tr>
<td>S-12 Certified Journey Finisher</td>
<td>42.91</td>
<td>2.50</td>
<td>2.34</td>
<td>02 47.77</td>
<td>9.38</td>
<td>4.06</td>
<td>.64</td>
<td>2.36</td>
<td>1.17</td>
<td>.67</td>
<td>.33</td>
<td>.00</td>
<td>.75</td>
<td>.22</td>
<td>67.06</td>
</tr>
</tbody>
</table>

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

The above Appendix reflected in increases as follows:
$3.49 for Tile Layers; $2.36 for Tile Finisher (Red-Car)ed; $2.11 for Tile Finisher (F-6)
Apprentices increase based on percentage.
# APPENDIX B
## TILE WAGE/BENEFIT SCHEDULE
**04/01/18 - 03/31/19**

**COUNTIES OF:**
MENDOCINO, LAKE AND SONOMA

<table>
<thead>
<tr>
<th>Skill Level</th>
<th>Hours</th>
<th>Wage Rate</th>
<th>Vac</th>
<th>Does</th>
<th>BAC PAC</th>
<th>Taxable Wages</th>
<th>Health Welfare</th>
<th>Def Ben Pension</th>
<th>I.U. Pension</th>
<th>Def Cont Pension</th>
<th>JATC Trng</th>
<th>MI</th>
<th>VAC</th>
<th>Promo Fund</th>
<th>LMCC</th>
<th>Ctrlt Admin</th>
<th>Total Package</th>
</tr>
</thead>
<tbody>
<tr>
<td>F-4 Apprentice</td>
<td>1050</td>
<td>20.15</td>
<td>.00</td>
<td>1.15</td>
<td>.02</td>
<td>21.32</td>
<td>9.38</td>
<td>3.83</td>
<td>.00</td>
<td>.00</td>
<td>.64</td>
<td>.36</td>
<td>.00</td>
<td>.00</td>
<td>.19</td>
<td>.07</td>
<td>.07</td>
</tr>
<tr>
<td>F-5 &quot;</td>
<td>1050</td>
<td>20.79</td>
<td>.70</td>
<td>1.15</td>
<td>.02</td>
<td>22.66</td>
<td>9.38</td>
<td>3.83</td>
<td>.00</td>
<td>.00</td>
<td>.54</td>
<td>.36</td>
<td>.00</td>
<td>.00</td>
<td>.41</td>
<td>.07</td>
<td>.07</td>
</tr>
<tr>
<td>F-6 Certified Journey Finisher</td>
<td>24.23</td>
<td>1.00</td>
<td>1.44</td>
<td>.02</td>
<td>26.59</td>
<td>9.38</td>
<td>4.06</td>
<td>.94</td>
<td>.00</td>
<td>.79</td>
<td>.42</td>
<td>.63</td>
<td>.00</td>
<td>.45</td>
<td>.07</td>
<td>.42</td>
<td>45.55</td>
</tr>
<tr>
<td>Red Circled Finishes</td>
<td>27.44</td>
<td>1.50</td>
<td>1.66</td>
<td>.02</td>
<td>30.62</td>
<td>9.38</td>
<td>4.06</td>
<td>.54</td>
<td>.12</td>
<td>.79</td>
<td>.40</td>
<td>.03</td>
<td>.00</td>
<td>.45</td>
<td>.07</td>
<td>47.66</td>
<td></td>
</tr>
<tr>
<td>S-1 Apprentice</td>
<td>1250</td>
<td>25.06</td>
<td>1.10</td>
<td>1.60</td>
<td>.02</td>
<td>28.60</td>
<td>9.38</td>
<td>4.06</td>
<td>.54</td>
<td>.35</td>
<td>.96</td>
<td>.45</td>
<td>.03</td>
<td>.00</td>
<td>.53</td>
<td>.07</td>
<td>45.01</td>
</tr>
<tr>
<td>S-9 &quot;</td>
<td>1250</td>
<td>26.25</td>
<td>1.10</td>
<td>1.60</td>
<td>.02</td>
<td>30.97</td>
<td>9.38</td>
<td>4.06</td>
<td>.54</td>
<td>.35</td>
<td>.96</td>
<td>.47</td>
<td>.03</td>
<td>.00</td>
<td>.54</td>
<td>.07</td>
<td>47.41</td>
</tr>
<tr>
<td>S-10 &quot;</td>
<td>1250</td>
<td>31.87</td>
<td>1.50</td>
<td>1.90</td>
<td>.02</td>
<td>35.29</td>
<td>9.38</td>
<td>4.06</td>
<td>.94</td>
<td>.12</td>
<td>.96</td>
<td>.53</td>
<td>.03</td>
<td>.00</td>
<td>.59</td>
<td>.07</td>
<td>52.79</td>
</tr>
<tr>
<td>S-11 &quot;</td>
<td>1250</td>
<td>37.28</td>
<td>1.50</td>
<td>1.90</td>
<td>.02</td>
<td>40.70</td>
<td>9.38</td>
<td>4.06</td>
<td>.94</td>
<td>.12</td>
<td>.96</td>
<td>.53</td>
<td>.03</td>
<td>.00</td>
<td>.63</td>
<td>.07</td>
<td>58.29</td>
</tr>
<tr>
<td>S-12 Certified Journey Layer</td>
<td>39.89</td>
<td>2.50</td>
<td>2.23</td>
<td>.02</td>
<td>44.64</td>
<td>9.38</td>
<td>4.06</td>
<td>.94</td>
<td>2.35</td>
<td>1.12</td>
<td>.64</td>
<td>.03</td>
<td>.00</td>
<td>.75</td>
<td>.22</td>
<td>63.85</td>
<td></td>
</tr>
</tbody>
</table>

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

The above Appendix reflected in increases as follows:
$3.40 for Tile Layers; $2.41 for Tile Finisher (Red-Circled); $2.11 for Tile Finisher (F-6);
Apprentices increase based on percentage.

---

# APPENDIX C
## TILE WAGE/BENEFIT SCHEDULE
**04/01/18 - 03/31/19**

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

<table>
<thead>
<tr>
<th>Skill Level</th>
<th>Hours</th>
<th>Wage Rate</th>
<th>Vac</th>
<th>Does</th>
<th>BAC PAC</th>
<th>Taxable Wages</th>
<th>Health Welfare</th>
<th>Def Ben Pension</th>
<th>I.U. Pension</th>
<th>Def Cont Pension</th>
<th>JATC Trng</th>
<th>MI</th>
<th>VAC</th>
<th>Promo Fund</th>
<th>LMCC</th>
<th>Ctrlt Admin</th>
<th>Total Package</th>
</tr>
</thead>
<tbody>
<tr>
<td>F-4 Apprentice</td>
<td>1050</td>
<td>19.66</td>
<td>.00</td>
<td>1.15</td>
<td>.02</td>
<td>20.88</td>
<td>9.38</td>
<td>3.83</td>
<td>.64</td>
<td>.00</td>
<td>.64</td>
<td>.36</td>
<td>00</td>
<td>00</td>
<td>39</td>
<td>.07</td>
<td>36.16</td>
</tr>
<tr>
<td>F-5 &quot;</td>
<td>1050</td>
<td>20.43</td>
<td>.70</td>
<td>1.15</td>
<td>.02</td>
<td>22.30</td>
<td>9.38</td>
<td>3.83</td>
<td>.64</td>
<td>.00</td>
<td>.64</td>
<td>.36</td>
<td>03</td>
<td>00</td>
<td>41</td>
<td>.07</td>
<td>37.68</td>
</tr>
<tr>
<td>F-6 Certified Journey Finisher</td>
<td>23.65</td>
<td>1.00</td>
<td>1.45</td>
<td>.02</td>
<td>26.36</td>
<td>9.38</td>
<td>4.08</td>
<td>.64</td>
<td>.65</td>
<td>.79</td>
<td>.42</td>
<td>03</td>
<td>00</td>
<td>.45</td>
<td>.07</td>
<td>42.68</td>
<td></td>
</tr>
<tr>
<td>Red Circled Finishes</td>
<td>28.71</td>
<td>1.30</td>
<td>1.70</td>
<td>.02</td>
<td>31.73</td>
<td>9.38</td>
<td>4.08</td>
<td>.64</td>
<td>1.12</td>
<td>7.9</td>
<td>.49</td>
<td>03</td>
<td>00</td>
<td>.45</td>
<td>.07</td>
<td>48.78</td>
<td></td>
</tr>
<tr>
<td>S-3 Apprentice</td>
<td>1250</td>
<td>24.46</td>
<td>1.10</td>
<td>1.50</td>
<td>.02</td>
<td>27.08</td>
<td>9.38</td>
<td>4.08</td>
<td>.64</td>
<td>.35</td>
<td>.88</td>
<td>.46</td>
<td>03</td>
<td>00</td>
<td>.54</td>
<td>.07</td>
<td>45.02</td>
</tr>
<tr>
<td>S-9 &quot;</td>
<td>1250</td>
<td>26.77</td>
<td>1.10</td>
<td>1.50</td>
<td>.02</td>
<td>29.39</td>
<td>9.38</td>
<td>4.08</td>
<td>.64</td>
<td>.35</td>
<td>.88</td>
<td>.46</td>
<td>03</td>
<td>00</td>
<td>.54</td>
<td>.07</td>
<td>45.02</td>
</tr>
<tr>
<td>S-10 &quot;</td>
<td>1250</td>
<td>30.22</td>
<td>1.50</td>
<td>1.85</td>
<td>.02</td>
<td>33.59</td>
<td>9.38</td>
<td>4.08</td>
<td>.64</td>
<td>1.30</td>
<td>.86</td>
<td>.51</td>
<td>03</td>
<td>00</td>
<td>.59</td>
<td>.07</td>
<td>51.07</td>
</tr>
<tr>
<td>S-11 &quot;</td>
<td>1250</td>
<td>35.41</td>
<td>1.50</td>
<td>1.85</td>
<td>.02</td>
<td>38.76</td>
<td>9.38</td>
<td>4.08</td>
<td>.64</td>
<td>1.30</td>
<td>.86</td>
<td>.51</td>
<td>03</td>
<td>00</td>
<td>.63</td>
<td>.07</td>
<td>56.35</td>
</tr>
<tr>
<td>S-12 Certified Journey Layer</td>
<td>38.33</td>
<td>2.50</td>
<td>2.17</td>
<td>.02</td>
<td>43.02</td>
<td>9.38</td>
<td>4.08</td>
<td>.64</td>
<td>2.35</td>
<td>1.12</td>
<td>.60</td>
<td>03</td>
<td>00</td>
<td>.75</td>
<td>.22</td>
<td>62.21</td>
<td></td>
</tr>
</tbody>
</table>

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

The above Appendix reflected in increases as follows:
$3.40 for Tile Layers; $2.39 for Tile Finisher (Red-Circled); $2.11 for Tile Finisher (F-6);
Apprentices increase based on percentage.

---

NC Tile JATC DAS Apprenticeship Standards
16
### APPENDIX D
**TILE WAGE/BENEFIT SCHEDULE**
04/01/19 - 03/31/19

**COUNTRIES OF:**
FRESNO, KINGS, MADERA, MARIPOSA, MERced AND TULARE.

<table>
<thead>
<tr>
<th>Skill Level</th>
<th>Hours</th>
<th>Wage Rate</th>
<th>Vac</th>
<th>Sick</th>
<th>PAC</th>
<th>Taxable Wages</th>
<th>Health</th>
<th>Def Ben</th>
<th>Pension</th>
<th>I.U.</th>
<th>Def Cont</th>
<th>JATC</th>
<th>IMI</th>
<th>Vac</th>
<th>Promo</th>
<th>LMCC</th>
<th>Conrt</th>
<th>Admin</th>
<th>Total Package</th>
</tr>
</thead>
<tbody>
<tr>
<td>F-4 Apprentice</td>
<td>1050</td>
<td>19.49</td>
<td>.00</td>
<td>1.10</td>
<td>.02</td>
<td>20.61</td>
<td>9.38</td>
<td>3.83</td>
<td>.00</td>
<td>.00</td>
<td>.04</td>
<td>.05</td>
<td>.00</td>
<td>.00</td>
<td>.39</td>
<td>.07</td>
<td>35.27</td>
<td></td>
<td></td>
</tr>
<tr>
<td>F-5</td>
<td>1050</td>
<td>20.27</td>
<td>.50</td>
<td>1.10</td>
<td>.02</td>
<td>21.89</td>
<td>9.38</td>
<td>3.83</td>
<td>.00</td>
<td>.00</td>
<td>.04</td>
<td>.05</td>
<td>.00</td>
<td>.00</td>
<td>.41</td>
<td>.07</td>
<td>36.59</td>
<td></td>
<td></td>
</tr>
<tr>
<td>F-6 Certified Journey Finisher</td>
<td>23.16</td>
<td>1.30</td>
<td>1.40</td>
<td>.02</td>
<td>25.88</td>
<td>9.38</td>
<td>4.08</td>
<td>.00</td>
<td>.50</td>
<td>.79</td>
<td>.42</td>
<td>.63</td>
<td>.00</td>
<td>.45</td>
<td>.07</td>
<td>41.60</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>S-8 Apprentice</td>
<td>1250</td>
<td>24.17</td>
<td>1.10</td>
<td>1.45</td>
<td>.02</td>
<td>26.74</td>
<td>9.38</td>
<td>4.08</td>
<td>.00</td>
<td>.44</td>
<td>.98</td>
<td>.43</td>
<td>.03</td>
<td>.00</td>
<td>.53</td>
<td>.07</td>
<td>42.58</td>
<td></td>
<td></td>
</tr>
<tr>
<td>S-9</td>
<td>1250</td>
<td>28.13</td>
<td>1.10</td>
<td>1.45</td>
<td>.02</td>
<td>28.70</td>
<td>9.38</td>
<td>4.08</td>
<td>.00</td>
<td>.44</td>
<td>.98</td>
<td>.45</td>
<td>.03</td>
<td>.00</td>
<td>.54</td>
<td>.07</td>
<td>44.57</td>
<td></td>
<td></td>
</tr>
<tr>
<td>S-10</td>
<td>1250</td>
<td>28.66</td>
<td>1.25</td>
<td>1.70</td>
<td>.02</td>
<td>31.63</td>
<td>9.38</td>
<td>4.08</td>
<td>.00</td>
<td>.90</td>
<td>.98</td>
<td>.48</td>
<td>.03</td>
<td>.00</td>
<td>.59</td>
<td>.07</td>
<td>48.04</td>
<td></td>
<td></td>
</tr>
<tr>
<td>S-11</td>
<td>1250</td>
<td>31.98</td>
<td>1.25</td>
<td>1.70</td>
<td>.02</td>
<td>34.95</td>
<td>9.38</td>
<td>4.08</td>
<td>.00</td>
<td>1.10</td>
<td>.98</td>
<td>.52</td>
<td>.03</td>
<td>.00</td>
<td>.63</td>
<td>.07</td>
<td>51.64</td>
<td></td>
<td></td>
</tr>
<tr>
<td>S-12 Certified Journey Layer</td>
<td>33.79</td>
<td>2.35</td>
<td>1.99</td>
<td>.02</td>
<td>38.15</td>
<td>9.38</td>
<td>4.08</td>
<td>.00</td>
<td>1.75</td>
<td>1.12</td>
<td>.57</td>
<td>.03</td>
<td>.00</td>
<td>.75</td>
<td>.22</td>
<td>56.85</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

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

The above Appendix reflects increases as follows: $3.40 for Tile Layers; $2.11 for Tile Finisher (F-6);
Apprentices increase based on percentage.

### APPENDIX E
**TILE WAGE/BENEFIT SCHEDULE**
04/01/19 - 03/31/19

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

<table>
<thead>
<tr>
<th>Skill Level</th>
<th>Hours</th>
<th>Wage Rate</th>
<th>Vac</th>
<th>Sick</th>
<th>PAC</th>
<th>Taxable Wages</th>
<th>Health</th>
<th>Def Ben</th>
<th>Pension</th>
<th>I.U.</th>
<th>Def Cont</th>
<th>JATC</th>
<th>IMI</th>
<th>Vac</th>
<th>Promo</th>
<th>LMCC</th>
<th>Conrt</th>
<th>Admin</th>
<th>Total Package</th>
</tr>
</thead>
<tbody>
<tr>
<td>F-4 Apprentice</td>
<td>1050</td>
<td>19.52</td>
<td>.00</td>
<td>1.10</td>
<td>.02</td>
<td>20.64</td>
<td>9.38</td>
<td>2.58</td>
<td>.25</td>
<td>.10</td>
<td>.66</td>
<td>.34</td>
<td>.00</td>
<td>.00</td>
<td>.36</td>
<td>.07</td>
<td>34.41</td>
<td></td>
<td></td>
</tr>
<tr>
<td>F-5</td>
<td>1050</td>
<td>20.42</td>
<td>1.00</td>
<td>1.10</td>
<td>.02</td>
<td>22.54</td>
<td>9.38</td>
<td>2.58</td>
<td>.25</td>
<td>.10</td>
<td>.66</td>
<td>.34</td>
<td>.00</td>
<td>.00</td>
<td>.41</td>
<td>.07</td>
<td>36.39</td>
<td></td>
<td></td>
</tr>
<tr>
<td>F-6 Certified Journey Finisher</td>
<td>23.57</td>
<td>1.10</td>
<td>1.35</td>
<td>.02</td>
<td>26.04</td>
<td>9.38</td>
<td>2.58</td>
<td>.25</td>
<td>.35</td>
<td>.79</td>
<td>.40</td>
<td>.63</td>
<td>.00</td>
<td>.45</td>
<td>.07</td>
<td>40.34</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>S-8 Apprentice</td>
<td>1250</td>
<td>25.71</td>
<td>1.10</td>
<td>1.45</td>
<td>.02</td>
<td>26.88</td>
<td>9.38</td>
<td>2.58</td>
<td>.25</td>
<td>.35</td>
<td>.88</td>
<td>.43</td>
<td>.03</td>
<td>.00</td>
<td>.53</td>
<td>.07</td>
<td>42.76</td>
<td></td>
<td></td>
</tr>
<tr>
<td>S-9</td>
<td>1250</td>
<td>27.63</td>
<td>1.10</td>
<td>1.45</td>
<td>.02</td>
<td>30.20</td>
<td>9.38</td>
<td>2.58</td>
<td>.25</td>
<td>.35</td>
<td>.88</td>
<td>.45</td>
<td>.03</td>
<td>.00</td>
<td>.54</td>
<td>.07</td>
<td>44.73</td>
<td></td>
<td></td>
</tr>
<tr>
<td>S-10</td>
<td>1250</td>
<td>29.94</td>
<td>1.25</td>
<td>1.70</td>
<td>.02</td>
<td>32.91</td>
<td>9.38</td>
<td>2.58</td>
<td>.25</td>
<td>.35</td>
<td>.88</td>
<td>.48</td>
<td>.03</td>
<td>.00</td>
<td>.59</td>
<td>.07</td>
<td>48.12</td>
<td></td>
<td></td>
</tr>
<tr>
<td>S-11</td>
<td>1250</td>
<td>33.84</td>
<td>1.25</td>
<td>1.70</td>
<td>.02</td>
<td>36.81</td>
<td>9.38</td>
<td>2.58</td>
<td>.25</td>
<td>.35</td>
<td>.88</td>
<td>.52</td>
<td>.03</td>
<td>.00</td>
<td>.63</td>
<td>.07</td>
<td>52.10</td>
<td></td>
<td></td>
</tr>
<tr>
<td>S-12 Certified Journey Layer</td>
<td>38.85</td>
<td>2.35</td>
<td>2.14</td>
<td>.02</td>
<td>43.39</td>
<td>9.38</td>
<td>4.08</td>
<td>.25</td>
<td>1.35</td>
<td>1.12</td>
<td>.81</td>
<td>.03</td>
<td>.00</td>
<td>.75</td>
<td>.22</td>
<td>61.15</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

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

The above Appendix reflects increases as follows:
$2.40 for Tile Layers; $1.50 for Tile Finisher (F-6);
Apprentices increase based on percentage.

NC Tile JATC DAS Apprenticeship Standards
17
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.

District No. 06

File No. 00088

NORTHERN CALIFORNIA TILE INDUSTRY JOINT APPRENTICESHIP TRAINING COMMITTEE

600 Pinnacle Place

Livermore, CA 94550

ADDRESS

Occupation(s)

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

Recruitment Area Covered by Standards

Approved Statistical Area for Recruitment:

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)
a. **Department of Labor**,  
Office of Apprenticeship Training  
90 – 7th Street, Suite 17-100, San Francisco, CA 94103-1516

b. **California Employment Development Department**  
<table>
<thead>
<tr>
<th>Region</th>
<th>Address</th>
<th>Phone Numbers</th>
</tr>
</thead>
<tbody>
<tr>
<td>Alameda Co:</td>
<td>39155 Liberty St., B200, Fremont, CA 94538-1516</td>
<td>24100 Amador St., Hayward, CA 94544-1225</td>
</tr>
<tr>
<td></td>
<td></td>
<td>1212 Broadway, Suite 100., Oakland, CA 94612-1835</td>
</tr>
<tr>
<td>Butte Co:</td>
<td>2348 Baldwin Ave., Oroville, CA 95966-1522</td>
<td></td>
</tr>
<tr>
<td>Calaveras Co:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Colusa Co:</td>
<td>146 Market St, Colusa, CA 95934-2933</td>
<td></td>
</tr>
<tr>
<td>Contra Costa Co:</td>
<td>4071 Port Chicago Hwy. #250, Concord, CA 94520-1157</td>
<td></td>
</tr>
<tr>
<td>Del Norte Co:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>El Dorado Co:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Fresno Co:</td>
<td>3302 N. Blackstone, Suite 155, Fresno, CA 93726-5393</td>
<td>2555 South Elm Ave., Fresno, CA 93706-5046</td>
</tr>
<tr>
<td></td>
<td></td>
<td>720 Oller Street, Mendota, CA 93640</td>
</tr>
<tr>
<td></td>
<td></td>
<td>655 Quince St. Suite C, Mendota, CA 93640-2319</td>
</tr>
<tr>
<td>Humboldt Co:</td>
<td>409 K St., Eureka, CA 95501-0529</td>
<td></td>
</tr>
<tr>
<td>Kings Co:</td>
<td>124 Irwin St., Hanford, CA 93230-4587</td>
<td></td>
</tr>
<tr>
<td>Lake Co:</td>
<td>55 First Street, Lakeport, CA 95453</td>
<td></td>
</tr>
<tr>
<td>Lassen Co:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Madera Co:</td>
<td>209 E. 7th Street, Madera, CA 93638-3780</td>
<td></td>
</tr>
<tr>
<td>Marin Co:</td>
<td>120 North Redwood Dr., San Rafael, CA 94903</td>
<td></td>
</tr>
<tr>
<td>Mendocino Co:</td>
<td>310 E Redwood Ave., Fort Bragg, CA 95437-3520</td>
<td>631 So, Orchard, Ukiah, CA 95482-5011</td>
</tr>
<tr>
<td>Merced Co:</td>
<td>1205 W. 18th St., Merced, CA 95340-4513</td>
<td>1075 H Street, Los Banos, CA 9365-4347</td>
</tr>
<tr>
<td>Modoc Co:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Monterey Co:</td>
<td>730 La Guardia Street, Salinas, CA 93905-3354</td>
<td></td>
</tr>
<tr>
<td>Nevada Co:</td>
<td>10775 Pioneer Trail, Suite 102 Truckee, CA 96161-0233</td>
<td></td>
</tr>
<tr>
<td>Placer Co:</td>
<td>1880 Sierra Gardens Dr. #100, Roseville, CA 95661-2958</td>
<td></td>
</tr>
<tr>
<td>Plumas Co:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Sacramento Co:</td>
<td>2901 - 50th St., Sacramento, CA 95817-2304</td>
<td></td>
</tr>
<tr>
<td>San Benito Co:</td>
<td>1111 San Felipe Rd, Hollister, CA 95023-2814</td>
<td></td>
</tr>
<tr>
<td>San Francisco Co:</td>
<td>801 Turk St., San Francisco 94102-3117</td>
<td></td>
</tr>
<tr>
<td>San Joaquin Co:</td>
<td>135 Fremont St., Stockton 95201-9013</td>
<td></td>
</tr>
<tr>
<td></td>
<td>302 Northgate Drive, Manteca, CA 95336-1206</td>
<td></td>
</tr>
<tr>
<td></td>
<td>213 West 11th Street, Tracy, CA 95376</td>
<td></td>
</tr>
<tr>
<td>San Mateo Co:</td>
<td>550 Quarry Rd, San Carlos, CA 94070</td>
<td></td>
</tr>
<tr>
<td>Santa Clara Co:</td>
<td>420 S Pastoria Avenue, Sunnyvale, CA 94086-7624</td>
<td>2450 S. Bascom Ave, Campbell, CA 95011-4303</td>
</tr>
<tr>
<td></td>
<td></td>
<td>7800 Arroyo Circle, Suite A., Gilroy, CA 95020-7346</td>
</tr>
<tr>
<td>Santa Cruz Co:</td>
<td>2045 40th Ave, Ste B, Capitola, CA 95010-2549</td>
<td></td>
</tr>
<tr>
<td>Shasta Co:</td>
<td>1325 Pine Street, Redding, CA 96001-0603</td>
<td></td>
</tr>
<tr>
<td>Siskiyou Co:</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
Solano Co: 320 Campus Lane, Fairfield, CA 95434
           1440 Marin, Vallejo, CA 94590-4447
Sonoma Co: 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 Jose Field Office
   100 Paseo de San Antonio #125 San Jose, CA 95113

   Other DAS Offices in Northern California:
   160 Promenade Circle #320 Sacramento, CA 95834
   455 Golden Gate Ave, 9th floor San Francisco, CA 94102
   2550 Mariposa Mall #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: 472013 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

NC Tile JATC DAS Apprenticeship Standards
20
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
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 Burrell 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, Freemont, 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

NC Tile JATC DAS Apprenticeship Standards
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

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

NC Tile JATC DAS Apprenticeship Standards  
22
San Francisco Co:  
3835 Freeport Blvd., Sacramento, CA 95822-1386  
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  
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

Santa Clara Co:  
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

NC Tile JATC DAS Apprenticeship Standards

23
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 Program: We will engage in outreach and positive recruitment activities which will increase minority and women's participation in our area. See Attachment F-1.

IV. Walk-in-Application Procedures:

A. Walk-in-Applicants shall be accepted throughout the year at 600 Pinnacle Place, Livermore, CA 94550. All persons requesting an application shall have one made available upon signing the applicant log.

B. All applications shall be identical in form and requirements. The application form shall be numbered in sequence corresponding with the number appearing on the applicant log so that all applications can be accounted for. Columns will be provided on the applicant log to show race/ethnic and sex identification and the progress by dates and final disposition of each application.

C. Before completing the application, each applicant will have the option to review the Apprenticeship Standards and will be provided information about the program. If the applicant has any additional questions on the qualifications or needs additional information to complete the application, it will be provided by the JATC.

D. Receipt of the properly completed application form, along with required supporting documents (Driver's license/CA-Identification card and HS diploma, GED, official transcripts, DD214, or completed entry exam) shall constitute the completed application.

E. Completed applications will be checked for minimum qualifications.

F. Applicants are provided with a list of BAC 3 signatory contractors to seek for employment.

600 Pinnacle Place, Livermore, CA 94550
Monday to Friday, excluding holidays
8:00 a.m. to 11:30 a.m.
V. Selection Procedures:

A. Signatory contractors have the option to Direct Hire. Apprentices are indentured by the signatory parties to the collective bargaining agreement between the Tile, Terrazzo and Restoration Contractors Association of Northern California and the Bricklayers and Allied Craftworkers Local Union No. 3 CA IUBAC, AFL-CIO. Apprentices can also be indentured by the NCTI JATC for employment with non-union contractors on prevailing wage projects.

Applicants must have proof of employment to be indentured. Otherwise they can only submit an application.

B. Youth who complete a Job Corps training program in any occupation covered in the Apprenticeship Standards, who meet the minimum qualification of the apprenticeship program, may be admitted directly into the program, or if no apprentice opening is available, the Job Corps graduate may be provided with a signatory contractor list. The JATC shall evaluate the Job Corps training received for granting appropriate credit on the term of apprenticeship. Entry of Job Corps graduates shall be done without regard to race, color, religion, national origin, or gender.

C. An employee of a nonsignatory contractor not qualifying as a journeyworker when the employer becomes signatory, may be evaluated by the JATC, and indentured at the appropriate period of apprenticeship based on previous work experience and related training. (Note: This is a method of direct entry into the apprenticeship program, whereby all minimum qualification are waived.)

D. An individual who signs an authorization card during an organizing effort - wherein fifty percent, plus one (50% + 1) or more of the employees have signed authorization cards, whether or not the employer becomes signatory and is an employee of the nonsignatory employer and does not qualify as a journeyworker may be evaluated and indentured by the JATC at the appropriate period of apprenticeship based on previous work experience and related training. (Note: This is a method of direct entry into the apprenticeship program, whereby all minimum qualification are waived). For such applicants to be considered they must:

1. Be employed in the JATC jurisdiction when the authorization card was signed
2. Have been employed by the employer before the organizational effort commenced
3. All employees of the employer must have been offered the opportunity to sign authorization cards and be evaluated

E. Helmets to Hardhats (Military Veterans with Technical Training)

Military veterans who completed military technical training school and/or participated in a registered apprenticeship program or related craft while in the military. The military veteran may be admitted directly into the program, or if no apprentice opening is available, the military veteran may be provided with a signatory contractor list. The JATC shall evaluate the military veteran training received for granting appropriate credit on the term of apprenticeship. Entry of military veterans shall be done without regard to race, color, religion, national origin, or gender.
F. Age:
All applicants shall be at least eighteen (18) years of age.

G. Education:
Experienced tile layer applicants from outside the NCTI JATC Program will be required either to produce a GED or High School diploma which meets the University of California entry requirements or take an entry exam and achieve a combined math and reading score of 70%. Tile layer applicants from outside the program would begin their apprenticeship at the S-9 level or higher based on their assessed experience.

NCTI JATC tile finishers graduating from the finisher program and moving up to the tile layer apprenticeship program will be required to obtain a High School diploma or GED before indenturing as an apprentice in the tile layer program. NCTI JATC finisher graduates moving to the tile layer apprentice program will enter the tile layer program after meeting the entry requirements as level S-8.

All Tile finishers entering the NCTI JATC finishers program will be required to take a pre-apprenticeship exam with a passing score of 70% on the mathematical portion and 4 of 6 on the reading comprehension portion. A finisher applicant who fails the reading portion of the entry exam may enter the program, but would be required to enroll in an approved ESL program and retake the entry exam using a different approved version until a passing score is achieved.

Applicants will be allowed a maximum of 3 attempts to achieve a passing score on the pre-apprentice entry exam required for entry into either program.

H. Physical:
Applicants shall be physically capable of performing the essential functions of the apprenticeship program without posing a direct threat to the health or safety of the individual or others.

I. Pool of Eligible Applicants:
Applicants will be recorded on a chronological list according to application date. The eligible applicant list will be good for one year or until exhausted.

J. 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%

NC Tile JATC DAS Apprenticeship Standards
VII. Records:
Apprentice records will be maintained for five years after certification and non apprentice records such as applications will be maintained for (1) year and kept at:
600 Pinnacle Place, Livermore, CA 94550

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 ____ day of ________, 2018.

SIGNED FOR THE PROGRAM SPONSOR(S):

**Employer Organization**

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

Organization Name

45755 Northport Loop West

Address

Fremont, CA 94538

City, State, Zip

Rich Galliani

Typed Authorized Representative

Employer/Trustee

Title

[Signature] 1/2/17 13

[Date]

**Employee Organization**

Bricklayers and Allied Craftworkers Local Union #3

Organization Name

10806 Bigge Street

Address

San Leandro CA 94577

City, State, Zip

Dave Jackson

Typed Authorized Representative

President

Title

[Signature] 12/17/18

[Date]

[Signature] DAS Consultant

NC Tile JATC DAS Apprenticeship Standards
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 8/1/19.

Eric Rood, Chief, Division of Apprenticeship Standards

ATTACHMENT F-1: Affirmative Action Program

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.