

Notice to Contributing Employers

MANDATORY APPRENTICE PROGRAM

EFFECTIVE JANUARY 2, 2020

The Board of Trustees of the LiUNA Chicagoland Laborers' District Council Training and Apprentices Fund has adopted the Mandatory Apprenticeship Program effective January 2, 2020.

RULES OF THE MANDATORY APPRENTICE PROGRAM:

- All inexperienced employees hired on or after January 2, 2020 must be registered as apprentices.
- It will be considered a violation of the Program to hire any new inexperienced employees as full-scale journeyworkers on or after January 2, 2020 without such workers first completing the Mandatory Apprenticeship Program. **Employers violating this policy may be subject to penalty.**
- Employers must continue to maintain the journeywork to apprentice ratio set forth in the collective bargaining agreements: six Laborer journeyworkers to one Laborer apprentice on a company-wide basis, with no more than 20% of the Laborers being apprentices on any one jobsite of the employer.
- Employers that are delinquent in their monthly contributions to the Chicagoland Laborers' benefit funds will not be permitted to sponsor additional apprentices until their outstanding delinquency is resolved.

EXCEPTIONS TO THE MANDATORY APPRENTICE PROGRAM:

- **Experienced Employees:** Experienced employees hired on or after January 2, 2020 are NOT required to be registered as apprentices. Experienced employees are those individuals who meet any one of the following requirements:

- (1) One or more hours of work as a Laborer within the jurisdiction of the Chicagoland Laborers' District Council prior to January 2, 2020.

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- (2) A total of 2,400 hours of work as a member of LiUNA or any other Building Trades union.
 - (3) Completion of any other LiUNA apprentice program or other Building Trades apprentice program.
- **Permit Workers:** An employer may hire a limited number of Permit Workers who are exempt from the Mandatory Apprentice Program. Please see the document entitled “Permit Worker Program” available on the Apprentice Program website for the full details. The principal rules of the Permit Worker Program are as follows:
 - (1) Permit Workers can work up to 500 hours during a calendar year and must be paid Laborer journeyworker wages and benefits.
 - (2) Permit Workers must pass a substance abuse test and complete two days of safety training before being allowed to begin work.
 - (3) Permit Workers can work a maximum of four calendar years. After four years, the Permit Worker must be sponsored into the Apprentice Program to continue to work as a Laborer.
 - (4) Employers will be limited to no more than one Permit Worker for every ten (10) Laborers it employs, except that employers with less than ten (10) Laborers can employ one (1) Permit Worker.

PROCEDURES AND REQUIREMENTS:

- Employers sponsoring a new employee into the Laborers’ Apprentice Program must submit an online application on the Apprentice Program’s web site at www.chicagolaborers.org under the “Apprentice Program” tab.
- Mandatory Apprentice Program applicants must pass a substance abuse test to be admitted to the Program. Immediately after acceptance into the Program, an apprentice can be put to work at 60% of the journeyworker rate. Employers must allow their apprentices to attend the one-week Initial Orientation Course as well as all other training classes. Apprentices are required to attend training classes that last one week approximately once every three (3) months.
- Apprentices must meet the following requirements:
 - (1) At least 18 years of age
 - (2) Minimum 10th grade education
 - (3) Physically able to perform the work of the trade
 - (4) Have a reading, writing, understanding and communicating ability in English as would enable the apprentice to perform the tasks of a Laborer in a safe manner and comprehend the subject matter taught at the Apprentice Program.

ADDITIONAL INFORMATION:

- The details of the Program are available on the Apprenticeship Program's web site at www.chicagolaborers.org under the "Apprenticeship Program" tab.
- **PLEASE NOTE:** Available apprentices can be requested by contacting the Local Union office that has jurisdiction over the job site. If you are unable to obtain an apprentice from the Local Union office or have any other questions, **visit the Apprenticeship Program's web site or call the Fund Office at 630-653-0006.**