

APPRENTICESHIP STANDARDS of the
Joint Apprenticeship Committee Tile & Terrazzo Industry

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 Craft defined herein, to become effective upon their approval.

ARTICLE II CRAFT

OCCUPATION	Tile Finisher	DOT # 861.664-018
OCCUPATION	Marble Finisher	DOT # 861.381-030
OCCUPATION	Terrazzo Finisher	DOT # 861.664-014
OCCUPATION	Terrazzo Worker	DOT # 861.381-046
OCCUPATION	Tile Setter	DOT # 861.381-054

07 SEP 15 4 15 PM '09
DIVISION OF APPRENTICESHIP STANDARDS
CALIFORNIA DEPARTMENT OF INDUSTRIAL RELATIONS

ARTICLE III Organization

There is hereby established the Joint Apprenticeship Committee Tile & Terrazzo Industry, covering Imperial, Inyo, Kern, Los Angeles, Mono, Orange, Riverside, San Bernardino; San Diego, San Luis Obispo, Santa Barbara, Ventura, (12) counties consisting of (8) members, (4) of whom shall be selected by and represent the employer organizations signatory hereto, and (4) of whom shall be selected by and represent the employee organization signatory hereto and one apprenticeship consultant representing the 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 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 signatory hereto, and to all apprenticeship 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. Establish 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 fair and impartial selection procedures and an affirmative action plan in accordance with existing laws and regulations, and to apply them uniformly in the selection of applicants for apprenticeship. The selection procedures and affirmative action plan are included herein (Article XX - Attachment "A");

ARTICLE VI Responsibilities

The responsibilities of the apprenticeship committee shall be to:

1. Supervise the administration and enforcement of these standards;
2. Adopt such rules and regulations as are necessary to govern the program provided, however, that the rules and regulations do not conflict with these standards;
3. Oversee the program's ability, including financial ability, and commitment to meet and carry out its responsibilities under the 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 qualification 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 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, and equipment sufficient to train apprentices;
8. Pass upon the qualifications of apprentice applicants;
9. File a signed copy of each apprentice agreement with the Secretary of the California Apprenticeship Council, with copies to all parties to 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 and including provisions for fair hearings;
- 11 Adopt changes to these standards, as necessary, subject to the approval of the parties hereto and the Chief of the Division of Apprenticeship Standards.
14. Each apprenticeship program shall annually prepare and submit a Self-Assessment Review as well as a Program Improvement Plan to the Chief DAS.
15. Participate in the development of, and/or comply with approved industry training criteria.
16. Insure there is meaningful representation of the interests of apprentices in the management of the program.

ARTICLE VII Definition of an Apprentice

An apprentice is a person at least 18 years of age, who has met the requirements for selection under the selection procedures, who is engaged in learning a designated Craft and who has entered into a written apprentice agreement under the provisions of these standards.

ARTICLE VIII Duties of an Apprentice

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.

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 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 apprentice 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

- I Apprentices shall satisfactorily complete prescribed courses of related and supplemental instruction, which will be 144 hours per year provided by Hacienda-La Puente Unified School District & Sweet Water Unified School District see attached course outline (Attachments 'B').
2. Required school time shall not be compensated.

ARTICLE XII Lay-off

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

ARTICLE XIII Controversies

All controversies or differences concerning apprentice agreements that cannot be adjusted locally by the apprenticeship committee or otherwise shall be submitted to the Administrator for determination.

ARTICLE XIV Term of Apprenticeship

OCCUPATION Tile Finisher DOT # 861.664-018

The term of apprenticeship shall be 4000 hours, within 24 months. The first 500 hours of on-the-job training 72 hours of related instruction shall be a tryout or probationary period for the trade.

OCCUPATION Marble Finisher DOT # 861.381-030

The term of apprenticeship shall be 4000 hours, within 24 months. The first 500 hours of on-the-job training 72 hours of related instruction shall be a tryout or probationary period for the trade.

OCCUPATION Terrazzo Finisher DOT # 861.664-014

The term of apprenticeship shall be 4000 hours, within 24 months. The first 500 hours of on-the-job training 72 hours of related instruction shall be a tryout or probationary period for the trade.

OCCUPATION Terrazzo Worker DOT # 861.381-046

The term of apprenticeship shall be 6000 hours, within 36 months. The first 500 hours of on-the-job training 72 hours of related instruction shall be a tryout or probationary period for the trade.

OCCUPATION Tile Setter DOT# 861.381-054

The term of apprenticeship shall be 8000 hours, within 48 months. The First 500 hours of on-the-job training 72 hours of related instruction shall be a tryout or probationary period for the trade.

ARTICLE XV Ratio

A qualified employer may employ one (1) apprentice when he has a least one (1) journeyman is regularly employed and one (1) additional apprentice for each two (2) additional journeymen. This ratio is for all occupations.

ARTICLE XVI

Wage Schedule

OCCUPATION Tile Finisher DOT # 861.664--018

1. Journeyman Scale: \$18.57 Effective June 1, 2006

Apprentice shall be paid not less than the following: *for Example*

Period/	hours/months	Percentage	Amount
1 st period	(min 1000 hours within 6 months)	59%	\$10.96 per hour
2 nd period	(min 1000 hours within 6 months)	72%	\$13.37 per hour
3 rd period	(min 1000 hours within 6 months)	85%	\$15.78 per hour
4 th period	(min 1000 hours within 6 months)	96%	\$17.83 per hour

(These rates apply to all 12 counties)

2. Advancement Schedule: To advance from one period to the next, the apprentice shall have met the following requirements:

Period	On-the-Job Training Hours	School Hours
1 st Six months	1000 hours	072 hours
2 nd Six months	1000 hours	072 hours
3 rd Six months	1000 hours	072 hours
4 th Six months	1000 hours	072 hours

4. Other Journeyman Compensation: Effective Date: June 1, 2006

Health & Welfare	\$5.09
Dental Disability	\$0.61
Local Pension	\$1.35
Apprenticeship Training	\$0.20
Labor Management	\$0.01
International Masonry Institute	\$0.10
Labor Compliance	\$0.08
State Building Trade	\$0.01
Contract Administration Fund	\$0.05
TOTAL	\$7.50

(The apprentices are not paid the full journeyman benefit amount, see (BELOW) for a breakout sheet that shows how much the apprentice receives in each period).

PERIOD	DURATION	RATE	H&F	PENSION	TRAINING	OTHER	TOTAL
1	1000	10.96	1.51	0.00	.20	.05	12.72
2	1000	13.37	3.66	0.00	.20	.06	17.29
3	1000	15.78	5.09	1.05	.20	.06	22.18
4	1000	17.83	5.09	1.05	.20	.06	24.23

4. Straight time hours per day 8 per week 40

Overtime provisions: See Collective Bargaining (Attachment "C")

- So not to interfere with schooling, overtime shall not be permitted when related instruction classes are scheduled.

OCCUPATION Marble Finisher DOT # 861.381-030

1. Journeyman Scale: \$18.57 Effective June 1, 2006

Apprentice shall be paid not less than the following: *for Example*

Period/ hours/months	Percentage	Amount
1 st period (min 1000 hours within 6 months)	59%	\$10.96 per hour
2 nd period (min 1000 hours within 6 months)	72%	\$13.37 per hour
3 rd period (min 1000 hours within 6 months)	85%	\$15.78 per hour
4 th period (min 1000 hours within 6 months)	96%	317.83 per hour

(These rates apply to all 12 counties)

3. Advancement Schedule:

To advance from one period to the next, the apprentice shall have met the following requirements:

Period	On-the-Job Training Hours	School Hours
1 st Six months.	1000 hours	072 hours
2 nd Six months	1000 hours	072 hours
3 rd Six months	1000 hours	072 hours
4 th Six months	1000 hours	072 hours

3. Other Journeyman Compensation:

Effective Date: June 1, 2006

Health & Welfare	\$5.09
Dental Disability	\$0.61
Local Pension	\$1.35
Apprenticeship Training	\$0.20
Labor Management	\$0.01
International Masonry Institute	\$0.10
Labor Compliance	\$0.08
State Building Trade	\$0.01
Contract Administration Fund	\$0.05
TOTAL	\$7.50

(The apprentices are not paid the full journeyman benefit amount, see (BELOW) for a breakout sheet that shows how much the apprentice receives in each period.)

PERIOD	DURATION	RATE	H&F	PENSION	TRAINING	OTHER	TOTAL
1	1000	10.96	1.51	0.00	.20	.05	12.72
2	1000	13.37	3.66	0.00	.20	.06	17.29
3	1000	15.78	5.09	1.05	.20	.06	22.18
4	1000	17.83	5.09	1.05	.20	.06	24.23

4. Straight time hours per day 8 per week 40

Overtime provisions: See Collective Bargaining (Attachment "C")

So not to interfere with schooling, overtime shall not be permitted when related instruction classes are scheduled.

OCCUPATION Terrazzo Finisher DOT # 861.664-014

1. Journeyman Scale: \$24.54 Effective September 1, 2006

Apprentice shall be paid not less than the following:

Period]	hours/months	*Percentage	Amount
1 st period	(min 500 hours within 6 months)	50%	\$12.27 per hour
2 nd period	(min 500 hours within 6 months)	55%	\$13.50 per hour
3 rd period	(min 500 hours within 6 months)	60%	\$14.72 per hour
4 th period	(min 500 hours within 6 months)	65%	\$15.95 per hour
5 th period	(min 1000 hours within 6 months)	75%	\$18.41 per hour
6 th period	(min, 1000 hours within 6 months)	80%	\$19.63 per hour

(These rates apply to all 12 counties)

3. To advance from one period to the next, the apprentice shall have met the following requirements:

Period	On-the-Job Training Hours	School Hours
1 st Six months	500 hours	072 hours
2 nd Six months	500 hours	072 hours
3 rd Six months	500 hours	072 hours
4 th Six months	500 hours	072 hours
5 th Six months	1000 hours	072 hours
6 th Six months	1000 hours	072 hours

5. Other Journeyman Compensation: Effective Date: September 1, 2006

I.U. Pension	\$1.30
Health & Welfare	\$5.09
Local Pension	\$1.75
Compliance	\$0.11
Apprenticeship	\$0.25
International Masonry Institute	\$0.09
State Building Trade	\$0.01
Dental I Disabilit	\$0.23
 Total	 \$8.83

(The apprentices are not paid the full journeyman benefit amount, see (BELOW) for a breakout sheet that shows how much the apprentice receives in each period.)

PERIOD	DURATION	RATE	H&F	PENSIONS	TRAINING	OTHER	TOTAL
1	500	12.27	1.51	0.00	.25	.44	\$14.47
2	500	13.50	1.51	0.00	.25	.44	\$15.70
3	500	14.72	3.66	3.05	.25	.44	\$72.12
4	500	15.95	3.66	3.05	.25	.44	\$23.35
5	1000	18.41	5.09	3.05	.25	.44	\$27.24
6	1000	19.63	5.09	3.05	.25	.44	\$28.46

Advancement Schedule:

4. Straight time hours per day 8 per week 40

Overtime provisions: See Collective Bargaining (Attachment "C")

So not to interfere with schooling, overtime shall not be permitted when related instruction classes are scheduled.

OCCUPATION Terrazzo Worker DOT # 861.381-046

1. Journeyman Scale:

-\$31.63

Effective September 1, 2006

Apprentice shall be paid not less than the following:

Period/	hours/	months	*Percentage	Amount
1 st period	(min 1000 hours within 6 months)		50%	\$15.82 per hour
2 nd period	(min 1000 hours within 6 months)		55%	\$17.40 per hour
3 rd period	(min 1000 hours within 6 months)		60%	\$18.98 per hour
4 th period	(min 1000 hours within 6 months)		65%	\$20.56 per hour
5 th period	(min 1000 hours within 6 months)		75%	\$23.72 per hour
6 th period	(min 1000 hours within 6 months)		80%	\$25.30 per hour

(These rates apply to all 12 counties)

2. Advancement Schedule: To advance from one period to the next, the apprentice shall have met the

following requirements:

Period	On-the-Job Training Hours	School Hours
1 st Six months	1000 hours	072 hours
2 nd Six months	1000 hours	072 hours
3 rd Six months	1000 hours	072 hours
4 th Six months	1000 hours	072 hours
5 th Six months	1000 hours	072 hours
6 th Six months	1000 hours	072 hours

3. Other Journeyman Compensation:

Effective Date: November 1, 2005

I.U. Pension	\$1.30
Health & Welfare	\$5.46
Local Pension	\$1.75
Compliance	\$0.11
Apprenticeship	\$0.45
International Masonry Institute	\$0.12
State Building Trade	\$0.01
Dental I Disability	\$0.45
 Total	 \$9.65

(The apprentices are not paid the full journeyman benefit amount, see (Attachment DI) for a breakout sheet that shows how much the apprentice receives in each period.)

PERIOD	DURATION	RATE	H&F	PENSIONS	TRAINING	OTHER	TOTAL
1	1000	15.82	5.46	3.05	.45	.69	\$25.47
2	1000	17.40	5.46	3.05	.45	.69	\$27.05
3	1000	18.98	5.46	3.05	.45	.69	\$28.63
4	1000	20.56	5.46	3.05	.45	.69	\$30.21
5	1000	23.72	5.46	3.05	.45	.69	\$33.37
6	1000	25.30	5.46	3.05	.45	.69	\$34.95

4. Straight time hours per day 8 per week 40

Overtime provisions: See Collective Bargaining (Attachment "C")

So not to interfere with schooling, overtime shall not be permitted when related instruction classes are scheduled.

 OCCUPATION *Tile Setter* DOT # 861.381-054

I. Journeyman Scale: \$29.30 Effective June 1, 2006

Apprentice shall be paid not less than the following:

Period/	hours/months	Percentage	Amount
1 st period	(min 1000 hours within 6 months)	45%	\$13.19 per hour
2 nd period	(min 1000 hours within 6 months)	51%	\$14.94 per hour
3 rd period	(min 1000 hours within 6 months)	58%	\$16.99 per hour
4 th period	(min 1000 hours within 6 months)	64%	\$18.75 per hour
5 th period	(min 1000 hours within 6 months)	70%	\$20.51 per hour
6 th period	(min 1000 hours within 6 months)	76%	\$22.27 per hour
7 th period	(rain 1000 hours within 6 months)	88%	\$25.78 per hour
8 th period	(min 1000 hours within 6 months)	94%	\$27.54 per hour

2. Tile Setters Advancement Schedule for All Counties To advance from one period to the next, the apprentice shall have met the following requirements:

Period	On-the-Job Training Hours	School Hours
1 st Six months	1000 hours	072 hours
2 nd Six months	1000 hours	072 hours
3 rd Six months	1000 hours	072 hours
4 th Six months	1000 hours	072 hours
5 th Six months	1000 hours	072 hours
6 th Six months	1000 hours	072 hours
7 th Six months	1000 hours	072 hours
8 th Six months	1000 hours	072 hours

3. Other Journeyman Compensation: Effective Date: June 1, 2006

I.U. Pension	\$1.30
Health & Welfare	\$5.46
Local Pension	\$3.50
Labor Compliance	\$0.10
Apprenticeship	\$0.20
International Masonry Institute	\$0.25
State Building Trade	\$0.01
Dental Disability	\$0.90
Contract Administration	\$0.05
Total	\$11.77

(The apprentices are not paid the full journeyman benefit amount, see (BELOW) for a breakout sheet that shows how much the apprentice receives in each period.)

PERIOD	DURATION	RATE	H&F	PENSIONS	TRAINING	OTHER	TOTAL
1	1000	13.19	5.46	0.00	.20	1.31	\$20.16
2	1000	14.94	5.46	0.00	.20	1.31	\$21.91
3	1000	16.99	5.46	4.40	.20	1.71	\$28.76
4	1000	18.75	5.46	4.40	.20	1.71	\$30.52
5	1000	20.51	5.46	4.40	.20	1.71	\$32.28
6	1000	22.27	5.46	4.40	.20	1.71	\$34.04
7	1000	25.78	5.46	4.40	.20	1.71	\$37.55
8	1000	27.54	5.46	4.40	.20	1.71	\$39.31

The above rates apply to: (7) Counties: Imperial, Los Angeles, Orange, San Bernardino, San Diego, Riverside & Ventura.

4. Straight time hours per day .8 per week 40 Overtime provisions:
See Collective Bargaining (Attachment "C")

So not to interfere with schooling, overtime shall not be permitted when related instruction classes are scheduled.

OCCUPATION

Tile Setter (Continued)

DOT 4 861.381-054

1. Journeyman Scale: \$25.55 Effective June 1, 2006

Apprentice shall be paid not less than the following:

Period hours/months		<i>*Percentage</i>	Amount
1 st period	(min 1000 hours within 6 months)	50%	\$12.77 per hour
2 nd period	(min 1000 hours within 6 months)	60%	\$15.33 per hour
3 rd period	(min 1000 hours within 6 months)	65%	\$16.61 per hour
4 th period	(min 1000 hours within 6 months)	70%	\$17.89 per hour
5 th period	(min 1000 hours within 6 months)	80%	\$20.44 per hour
6 th period	(min 1000 hours within 6 months)	85%	\$21.72 per hour
7 th period	(min 1000 hours within 6 months)	90%	523.00 per hour
8 th period	(min 1000 hours within 6 months)	95%	\$24.27 per hour

3. Tile Setters Advancement Schedule for All Counties

To advance from one period to the next, the apprentice shall have met the following requirements:

Period	On-the-Job Training Hours	School Hours
1 st Six months	1000 hours	072 hours
2 nd Six months	1000 hours	072 hours
3 rd Six months	1000 hours	072 hours
4 th Six months	1000 hours	072 hours
5 th Six months	1000 hours	072 hours
6 th Six months	1000 hours	072 hours
7 th Six months	1000 hours	072 hours
8 th Six months	1000 hours	072 hours

3. Other Journeyman Compensation: Effective Date: June 1, 2006

I.U. Pension	0.30
Health & Welfare	4.35
Local Pension	\$3.07
Apprenticeship	\$0.20
Dues Check Off	\$0.91
Vacation Deduction	\$1.50
 Total	 \$10.33

(The apprentices are not paid the full journeyman benefit amount, see (BELOW) for a breakout sheet that shows how much the apprentice receives in each period.)

PERIOD	DURATION	RATE	H&F	PENSIONS	TRAINING	OTHER	TOTAL
1	1000	12.77	4.35	0.30	.20	1.66	\$19.28
2	1000	15.33	4.35	0.30	.20	1.66	\$21.84
3	1000	16.61	4.35	0.30	.20	1.91	\$23.37
4	1000	17.89	4.35	0.30	.20	1.91	\$24.65
5	1000	20.44	4.35	3.37	.20	2.41	\$30.77
6	1000	21.72	4.35	3.37	.20	2.41	\$32.05
7	1000	23.00	4.35	3.37	.20	2.41	\$33.33
8	1000	24.27	4.35	3.37	.20	2.41	\$34.60

The above rates apply to: (5) counties Santa Barbara, San Luis Obispo, Kern, Inyo & Mono

4. Straight time hours per day 8 per week 40

1. Overtime provisions : See Collective Bargaining (Attachment "C")

So not to interfere with schooling, overtime shall not be permitted when related instruction classes are scheduled.

ARTICTIF 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:

OCCUPATION *Tile Finisher*

DOT CODE: 861.381-030

Work Processes:

Approx. Hours

1. Demonstrate Safe Work Habits	100
2. Use of Helpers Tools and Equipment	300
3. Preparation of Surfaces, Including Metal Lath and Reinforcing Mesh.	400
4. Distributing and Handling of Materials New Techniques and New Materials	600
5. Mixing of Various Types of Mortars Portland Cement and Modified Cements	600
6. Grouting Techniques; Portland Cement Grout; Epoxy and Furan Grout	1000
7. Cleaning of Tile during installation Acid Cleaning; steam cleaning	500
8. Safe Handling and use of all power related equipment and maintenance thereof	500
TOTAL HOURS	4000

OCCUPATION *Marble Finisher*

DOT CODE: 861.381-030

Work Processes:	<u>Approx. Hours</u>
1. Demonstrate Safe Work Habits	100
2. Use of Marble finisher's tools and equipment	400
3. Distribution and handling of all types of marble and stone related materials -- new techniques and materials	500
4. Mixing of various types of mortar, Portland cement, modified Cements, adhesives, synthetic and or chemical materials	500
5. Use of hand or power machine tools to cut edges, polish finish edges or surfaces of marble and other related stone products. Use of adhesive, chemical or other filler compounds to patch cracked or chipped areas of marble and stone related products. Filling of joints or voids to match graining	1100
6. Grouting and cleaning of surfaces, voids or joints of marble or other stone related products	500
7. Fill cracks or imperfections with wax or chemical compounds to match color of marble or stone, grinding and polishing of vertical or vertical horizontal marble or stone surfaces	450
8. Selection of various polishing compounds for use with buffing wheels or graded belt sanders. Safe handling and use of all power related tools and equipment and maintenance thereof	450
TOTAL HOURS	4000

Work Processes:	Approx. Hours
1. Prepare all types of subsurface for Terrazzo	150
2. Care, use and maintenance of all tools of the trade	200
3. Floating bed -- sand cushion, isolation membrane wire mesh and screeding underbed	200
4. Install divider strips and glue divider strips	100.
5. Place terrazzo mixture in panels and trowel to top of strips and seeding of additional chips	200
6. Mix various types of mortar and chips	400
7. Install Thin-set epoxy, polyester, polyacrylate and other artificial, simulated materials	400
8. Install seamless floors	200
9. Clean, seal, grout and protect terrazzo	400
10. Machine grind and polish, acid wash and select and use other polishing compounds and methods	1250
11. Apply stone aggregate	100
12. Explain by examples, safe work habits and practices including recognition and handling of hazardous materials	400
 TOTAL HOURS	 4000

OCCUPATION *Terrazzo Worker*

DOT CODE: 861.381.046

<u>Work Processes:</u>	<u>Approx. Hours</u>
1. Lay screeds, using water level and screeds off concrete	900
2. Lay out design from plans or sketches, sets divider strips (Brass, metal and wood) and sets grounds for base and curbs	900
3. Put up terrazzo and scratch base and wainscot	400
4. Screeds off and lays terrazzo topping and mixes and sprinkle standard terrazzo. Mixes base concrete and other types of topping	700
5. Rolls and trowels terrazzo toppings to grade	350
6. Builds terrazzo steps and curbs and installs venetian terrazzo	400
7. Runs grinding and polishing machines and finishes rustic terrazzo	700
8. Makes precast base steps, floors, wainscot window stools and partitions	250
9. Patches, repairs and grouts	200
10. Lays out palladiana	040
11. Places chemical matrix terrazzo, polyacrelate terrazzo, and textures mosaics	700
12. Installs decorative, seamless floors and base; also industrial seamless floors	300
13. Maintains care and use of the tools of the trade. Job Safety hazardous materials handling	160
 TOTAL HOURS	 6000

OCCUPATION *Tile Setter*

DOT CODE:861.381.054

Work Processes:	<u>Approx. Hours</u>
1. Prepare surfaces for installation of tile (prep-lath-scratch-plumb)	200
2. Remove and replace damaged tile (patch-grout-cleaning)	500
3. Apply coats of mortar to surfaces (Float wall surfaces)	600
4. Install drainboards and pullmans. (Lavatories)	1,000
5. Install floor, quarry, ceramic mosaics, glazed and cement tiles	1,400
6. Install wall work, bathroom (Glazed walls Residential And Commercial)	1,450
Space joint wall work (faience, veneer, quarry, etc.)	400
8. Ceiling work	200
9. Install jambs and curb work	600
10. Install and / or float gutters-stairs-dome-arches	350
11. Float Floors	600
12. Layout work, basics, and proper layout and construction	
13. of expansion joints - commercial and residential	550
14. Proper use of power and hand tools, safety and material safety data sheets (MSDS)	150
TOTAL HOURS	8000

ARTICLE XVII Safety & Health. Recognition of Illegal Discrimination and Sexual Harassment

1. Each apprentice shall receive training and education in first aid, safe working practices 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 (12-½ percent).
3. Upon evidence, in addition to previous on-the-job training and related school instruction which is of an approved nature, the apprentice shall have completed not less than six (6) months under the laws of the State of California.

ARTICLE XX California Plan for Equal Opportunity in Apprenticeship
(See Attachment "A")

The foregoing standards are hereby agreed to and adopted on _____
Date

Employer Organization

Name: David Costanzo
Associated Tile Contractors of Southern California
Address: 1311 Lawrence Dr. City:
Newbury Park, CA 91020

Typed Name: David Costanzo
Title: President

Employee Organization

Name: Chad Boggio,
Tile, Marble & Terrazzo Local 18
Address: 556 N. Diamond Bar Blvd.
City: Diamond Bar, CA 91765

Typed Name: Chad Boggio
Title 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 - 10/04 - 2007

Chief, DAVID ROWAN
Division of Apprenticeship Standards

10-4-07
Date

NAME OF COMMITTEE

LIST OF COMMITTEE MEMBERS NAMES AND COMPANY ADDRESSES

MANAGEMENT REPRESENTATIVES

Jon Reese
18827 Napa St.
Jon Reese Stoneware
Northridge, CA 91324

Loren Rucker

Curtis Balantyne

Vivien Gallup (Alt)

Apprenticeship Coordinator
Wayne McAdam
9351 Telstar Ave.
El Monte, CA 91731

School Advisor
Dr. Thomas R. Teagle
Sweetwater Union High School District
3240 Palm Avenue
San Diego, CA 92154

DAS Consultant
Rachel Robles
320 West Fourth Street, Suite 830
Los Angeles, CA 90013-1105

LABOR REPRESENTATIVES

Chad Boggio
Tile, Marble & Terrazzo Local # 18 556
No. Diamond Bar Blvd. Suite # 201
Diamond Bar CA 91765

Peter Gerber
Tile, Marble & Terrazzo Local # 18
556 No. Diamond Bar Blvd. Suite # 201
Diamond Bar CA 91765

Jon Coulson
Tile, Marble & Terrazzo Local # 18
556 No. Diamond Bar Blvd. Suite # 201
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School Advisor
Alice Johnson
Hacienda La Puente Unified School District
15959 E. Gale Avenue P.O. Box 60002
City of Industry, CA 91716-0002