



F&H CONSTRUCTION
Spaces for life

October 11, 2016

Laborer,

This is your formal invitation.

F & H Construction invites you to attend an Indenture meeting on Saturday, November 5, 2016 starting at 8:00am. The meeting will be held at the corporate office located at 1115 E. Lockeford Street, Lodi, CA 95240.

New laws went into effect January 2016 on projects known as “Design-build” and “Lease-Leaseback”. These projects will require contractors to have a percentage of their workforce be graduates of an apprenticeship program. This year it’s 30% and it goes up 10% a year until 2019 at which time 60% of journeymen must be graduates of the apprenticeship program.

The Laborers Apprenticeship Program in Northern California is offering pathways to compliance for those employers that may not have enough journeymen that have received a “Certificate of Completion” from the CA Department of Apprenticeship Standards (DAS).

What does all this mean for you? **You are being offered this opportunity so you don’t miss out on future work.** That is the main reason we are doing this. Please refer to the attached Q & A sheet that answers additional questions. You can also contact me with any questions at stthomas@f-hconst.com or 209-931-3738.

Remember the decision is yours to attend. However, F & H Construction strongly encourages you to attend.

RSVP by **October 26, 2016** to Samantha Thomas at stthomas@f-hconst.com or 209-931-3738.

Sincerely,

Samantha Thomas
Human Resource Manager



Northern California Laborers Joint Apprenticeship Training Committee

1001 Westside Drive, San Ramon, CA 94583-4098

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Joining The Apprenticeship Program

Journeymen –

You may have heard that many Journey-level Laborers who joined the Laborers Union as journeymen and women are joining the apprenticeship program but you may not know why. You may have questions about it and based on what you may have heard, you might wonder if this is something you should do. The list of Frequently Asked Questions (FAQ) below will hopefully answer your questions.

Q: Why would I want to be an apprentice?

A: Two new laws went into effect last January that will require contractors to have a percentage of their workforce be graduates of an apprenticeship program. This year it's 30% and it goes up 10% a year until 2019 at which time 60% of journeymen must be graduates of the apprenticeship program.

Q: Does that mean if I'm not a graduate of the apprenticeship program I might not be allowed on certain projects?

A: Yes.

Q: Which projects?

A: Projects known as "Design-build" where both the design and construction is done by the same company and "Lease-Leaseback" which is how most school construction is done these days. There may be additional types of work in the future that require this as well.

Q: If I become an apprentice will my pay go down?

A: No. You will still be considered a journeyman by the local union, the Laborers Trust Fund and your employer. You will not be dispatched as an apprentice and your pay and benefits will not change.

Q: How long will I be an apprentice?

A: Until you have worked 1,000 hours. You would need to be in the Program for a minimum of six months.

Q: How will you know I've worked 1,000 hours?

A: You will be given monthly hour logs that you will fill out and turn in to the apprenticeship program.

Q: Does it cost anything to become an apprentice?

A: No.

www.norcalaborers.org/training/training.html



Q: Will I have to take classes?

A: Yes. You will need to complete 80 hours of school which can be taken at either the Training Center in San Ramon or at an offsite location like your local union hall.

Q: What if I have already taken some classes?

A: You will be given credit for any courses you took through the Training Center that are still valid. For example if you already have your OSHA 10 certification, your first aid/CPR card, your flagging and traffic control cards and your confined space card, that will equal 40 hours and you will be given credit for that as long as the certifications are current. If you have a current forklift card, that also equals 40 hours so you would not need any additional classes.

Q: What will happen when I complete the apprenticeship program?

A: You will be given a certificate stating that you have completed the Program. You will also be listed on the Division of Apprenticeship Standards website as a graduate of the Program. Either one can serve as proof that you have successfully completed the Program.

Q: Does the Apprenticeship Program have a bunch of rules that I will need to follow?

A: There are rules, but they are mostly common sense things that experienced journeymen and women won't have any trouble with.

Q: Can you give me a couple of examples?

A: Keeping the Apprenticeship Program informed of any address changes, submitting your monthly time sheets that will be provided to you, not testing positive for drugs, etc.

Q: What if I join the Apprenticeship Program but then decide to quit it?

A: That is your decision to make. Remember you are being offered this opportunity so you don't miss out on future work. That is the main reason we are doing this. Quitting would only limit your opportunities in the future.

Q: How do I sign up?

A: A representative of the Apprenticeship Program will meet with you and go over everything. It will take about 45 minutes to an hour to complete the enrollment packet. You may be able to join at your company's office if they offer that. Typically we meet after work so as not to disrupt the work schedule.

Q: Who can I talk to if I need more information?

A: A representative of the Apprenticeship Program or any of the Local union representatives.