



# International Union of Operating Engineers LOCAL 450 APPRENTICESHIP AND TRAINING

13285 Hwy. 146 South | Dayton, TX 77535 | 936-258-5341 | Fax: 936-258-5381







## International Union of Operating Engineers LOCAL 450 APPRENTICESHIP AND TRAINING FUND

The International Union of Operating Engineers Local 450 Apprenticeship and training Fund will be conducting interviews to accept 50 new applicants into the Operating Engineers Apprenticeship Program for heavy equipment operator training in industrial and commercial construction.

Important information about this program:

"This is not a Technical, Civil or Survey Engineering Program."

"Also there are no guarantees on job placement as to when employment will start or how long it will last. It could take 6 months or more to get employed on a OJT job due to training and acquiring the mandatory certifications."

Applicants must sign the log-in sheet to receive an application at the Apprenticeship Training Center, 13285 Hwy, 146 S, Dayton, TX 77325. All applications received past the deadline will be considered for the next scheduled interview.

"The recruitment, selection, employment and training of apprentices during their apprenticeship, will be without discrimination because of race, color, religion, national origin, or sex. The sponsor will take affirmative action to provide equal opportunity in apprenticeship and will operate the Apprenticeship Program as required under title 29 of the Code of Federal Regulations, part 30."

Jordan Moss

Apprenticeship Coordinator

Email: [jmoss@iuoelocal450.org](mailto:jmoss@iuoelocal450.org)

## Operating Engineers Starting Wages

	Equipment Operator Scale	Probationary Apprentice 65%
Crane Rental	\$36.95	\$24.02
AGC Industrial Rate	\$33.01	\$24.05
AGC Commercial Rate	\$27.83	\$18.09
Pipeline Group 1	\$39.56	
Pipeline Group 2	\$30.85	
Pipeline Group 3	\$21.92	

Plus	Plus
Health Insurance	Health Insurance
Pension Plan	Pension Plan*
Annuity Plan	Annuity Plan*



## Apprenticeship and Training Association of Texas

Joint Apprenticeship Training Programs		
Program	Address	Training Director
Insulators / Asbestos	2318 Center Street #302 Deer Park, TX 77536	Robert M. Chadwick 281-479-6842 281-542-6328 Fax aw22jadc@insulators.org
Carpenters / Millwrights	8505 Glen Vista Houston, TX 77061	George Wright 713-641-0275 713-641-0610 Fax g.wright3347@yahoo.com
Cement Mason or Plasterer	2704 Sutherland Houston, TX 77023	Isaiah Wheatfall 713-923-4164 texaswheat@aol.com
Electrical-Houston	108 Covern Houston, TX 77061	Gary Strouz 713-649-2739 713-649-1166 Fax garystrouz@hotmail.com
Ironworker's	7521 Fauna Houston, TX 77061	Terry Sieck 713-644-3206 713-644-3207 Fax iw84jac@msn.com
Operating Engineers	13285 Hwy. 146 South Dayton, TX 77535	Jordan Moss 936-258-5341 936-258-5381 Fax jmoss@iuoelocal450.org
Painters, Glaziers, Floor Layers	5425 Spindle Dr. Houston, TX 77086	Felipe Viesca 281-931-8489 281-931-8462 Fax fviesca@iupatdc88.com
Pipe Fitters	2507 Old Galveston Rd. Houston, TX 77017	Ira Schramek 713-649-0201 713-649-1051 Fax ira_schramek@sbcglobal.net
Plumbers	454 Link Rd. Houston, TX 77007	Robert Cross 713-861-3202 713-861-5616 Fax lu68hapjac@att.net
Sheet Metal	900 West 34th St. Houston, TX 77018-6319	Richard Stanfield 713-869-5843 713-869-9553 Fax richard@local54.org

## **Drug Testing Policy**

All applicant accepted into the program are conditional, subject to a satisfactory psychomedics hair follicle drug test, paid for by applicant, results submitted to the apprenticeship coordinator, reimbursement paid when drug test results come back negative.

## **Background Screening Policy**

Conditional applicants must sign DISA background screening release consent forms to determine if acceptable for employment on most industrial and commercial premises in the jurisdiction of Local 450 through graded background checks that will allow the applicant access to at least half of the area's industrial facilities.

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### **Career Day Apprenticeship Information**

The International Union of Operating Engineers Local Union 450 Apprenticeship Training Fund is a skills-based program that covers a 3-year period, or more, to acquire the mandatory 4,000 to 6,000 hours of paid, on-the-job training (OJT) and the non-paid related classroom instruction of 144 hours per year (432 term) during the course of the program. There are no guarantees for job placement as to when employment will start or how long it will last. It could be 6 months or more due to acquiring mandatory certifications. Program termination will result for classroom non-attendance and violations of other program rules.

This safety-based training is designed for rigging and heavy equipment, operating of forklifts to large cranes and other equipment in the industrial and commercial construction field. "Only serious, career-minded individuals need apply".

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### **This is Not a Technical, Civil or Survey Engineering Program**

Operating Engineers can expect extremes of noise, dust, wind, rain, cold, heat, and at times prolonged periods of temporary unemployment. Construction jobs have a start date and an end date. These jobs are generally not considered permanent so budgeting and making use of unemployment benefits can help ease the periods between work cycles. However, it be a very rewarding career choice for those who are attracted to outdoor work with good wages, family health insurance and a true lifetime pension plan or annuity fund and in some cases both.



Applicants must be physically capable of performing the essential functions of the Apprenticeship Program; be at least 18 years of age; provide a copy of Birth Certificate; High-School Diploma and official transcripts, or GED Certificate with transcripts; any secondary education or training records; a valid Driver's License and possess reliable transportation; provide a copy of Social Security Card; be able to qualify and obtain Class A CDL Driver's License; be considered acceptable for employment on most industrial and commercial premises throughout the jurisdiction of Local 450 through graded background checks that will allow the applicant access to at least half of the area's industrial facilities; furnish proof of US Citizenship or a legal, permanent resident or in the process of becoming an American citizen; veterans must submit a copy of their DD-214. All copies and records must be submitted along with the completed application to be eligible for the apprenticeship interview.

Apprenticeship wages schedules start at 65% of Journeyman wages resulting in a scale between approximately \$13.25 per hour to over \$20.35 per hour for first-period, probationary apprentices due to the different types of Collective Bargaining Agreements. Apprentices receive 5% periodic wage increases for every 1,000 hours of on-the-job training throughout the course of the program. Applicants are probationary for the first 1,000 OJT hours.

Due to the nature of the occupation of Operating Engineer and the devastating consequences that can occur due to operator error as a result of physical or mental impairment caused by the influence of controlled or illegal substances, a zero-tolerance drug policy will be enforced using the latest, most effective drug testing available. The psychomedics hair follicle analysis will be used for all required tests including random testing throughout program participation.

Members are dispatched for work as long as they are qualified for that particular job, from and out-of-work list in Central Dispatch, following the list in numerical order according to the date and time that the member phoned in for placement on the out-of-work list. Probationary Apprentices can get on the out-of-work list after completing registration; experience, qualifications and certifications will be considered in being dispatched for a job assignment.

Upon completion of the probationary period, applicants will be required to join The International Union of Operating Engineers (IUOE) Local Union 450.

The primary purpose of the union is to represent workers on their job and to negotiate Collective Bargaining Agreements that improve wages, benefits, working conditions and protect workers from unfair treatment.

The IUOE is an organization that encourages a higher standard of skill among its members with equal opportunity and without any discrimination; promotes, fosters and develops apprenticeship programs, training programs and other means to advance the skills, efficiency and working knowledge of its members; assists its members in securing and stabilizing employment; assists employers in obtaining skilled craftsmen; strikes to cultivate feelings of friendship among the membership of the craft and those who employ its members; promotes the health, welfare and safety of its members and their families; encourages brotherhood, equality and a sense of belonging and wellbeing through its membership meetings, improved wages, hours and working conditions, family health insurance, and lifetime pension plans.

The IUOE is committed and dedicated to training its members and apprentices through its National Training Fund and is convinced that having qualified safety oriented operators is the key to bringing construction workers home each night safely to their families and loved ones and the most cost-effective way of doing business for the construction industry.



As with everything else, there are cost incurred in providing these services to our membership and these expenses must be paid for by our members through the collection of union dues. Dues cover the salaries and benefits of its business representatives, office staff, secretaries, officers and organizers; building and office expenses such as meeting space, office space, equipment, supplies, maintenance and utilities; travel, lodging and vehicles expenses; union governance; per capita payments to the International Union; handling grievances, collective bargaining and coordinating representatives; research concerning wages, contract language and job descriptions; legal fees such as attorneys, CPAs and various taxes; representative's training; mailings, newsletters, publications, telephones, web sites and more.

Dues structure is based on \$25 a month per member, you are responsible for payments directly to the union, these dues are not withheld by payroll. Employers do withhold 3% of gross wages from payroll for administrative dues while working under a Collective Bargaining Agreement.

Accordingly, individuals that are working non-union pay likewise fees that are taken directly from their check if they choose to participate in a 401-k or similar type of retirement and family health insurance plan through their employers. There is a huge difference between a 401-k and having a true lifetime pension plan that guarantees the same regular dependable monthly income despite an up and down market.

## **Apprenticeship Participation Costs**

Students will be bound to a scholarship loan agreement and also sign a promissory note covering the program's training costs valued at \$4,000.00 for each year of training. In place of cash compensation repayment can be In-Kind Credits for each calendar year of employment with an IUOE signatory contractor making employer contributions to the Apprenticeship Program. In other words, repayment of this loan will not be required of the apprentice as long as he/she works for signatory employers that repay the student's loan by employer contributors to the Apprenticeship and Training Fund.

## **Application/Questionnaire and Interview Scoring Procedures**

All applicants are graded. The applicant must score at least 70% on the application/pre-employment questionnaire to qualify for an interview.

The interview will be given by one person from management and one person from labor and graded by each. The interview scores will be combined with the application/questionnaire score to formalize the final total score.

A pre-determined number of applicants will be accepted starting from the highest score downward in descending order to 70% of the final total score (the minimum score for acceptance). Lower score applicants that are within the accepted range but are above the pre-determined quota will be placed on a ranking list for the next available spot. The applicant must score at least 70% of the final total score to be a conditionally accepted apprentice in the program.

# Responsibilities of the Apprentice

Diligently perform the duties of the trade as assigned by program employers.

Respect the property of the employer and abide by the working rules and regulations of the employer, the employer's client, the union and the Apprenticeship Program.

Obtain all required certification by the end of the apprenticeship term. Attend on time and satisfactorily complete the required hours of on-the-job training and all related classroom instruction.

Maintain and make available such records of work experience and training received on the job and in related classroom instruction.

Develop and practice safe working habits and work in such a manner as to assure the apprentice's personal safety and that of other workers.

Work for the original assigned employer until the end of the assignment.

Conduct themselves at all times in a creditable and ethical manner, realizing that much time, money and effort are spent to afford them and opportunity to become a skilled journeyman, be awake and alert at all times.

Follow authoritative instruction of all immediate supervisors including employer, journeyman operators, foreman, steward, and safety and site inspection personnel in a respectful and subordinate manner.

Sign and return on time all completed forms as required by the program. Keep up-to-date telephone and address information current with apprenticeship and Local Union 450 and respond ASAP when contracted by these offices.

Submit all applicable fees and dues required by Local Union 450 and keep their monthly financial status current and in good standing.

Submit to and pass all required drug testing and stay free of the influence of controlled substances or alcohol while on the job.

Be acceptable for employment on most industrial and commercial premises in Local 450's area with a low enough graded background rating for access to at least half of the area's industrial facilities, and sign consent forms.