



**Supplement:** \_\_\_\_\_ **No. 4** \_\_\_\_\_

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Text:

**SUPPLEMENT NO. 4**

**APPRENTICESHIP TRAINING PROGRAM**

between

COUNCIL ON NORTHERN INTERIOR FOREST EMPLOYMENT RELATIONS  
(CONIFER)

and

IWA-CANADA  
LOCAL 1-424 & 1-425 C.L.C.

in co-operation with

DIRECTOR OF APPRENTICESHIP & INDUSTRIAL TRAINING  
PROVINCE OF BRITISH COLUMBIA

**ARTICLE I - PURPOSE**

The purpose of this Program is to improve the knowledge and skill of persons employed by the Company as Journeymen, Improvers and Helpers in respect of trades named in Article II herein.

**ARTICLE II - TRADES**

1. Millwrights - 4 year program
2. Heavy Duty Mechanics - 4 year program
3. Steamfitter/Pipefitter - 4 year program
4. Machinist - 4 year program
5. Electrician - 4 year program
6. Welder - to be established
7. Planermill Maintenance Technician I - 2 year program
8. Planermill Maintenance Technician II - 1 year program

**ARTICLE III - GENERAL PRINCIPLES**

**Section 1: Collective Agreement**

All provisions of the Collective Agreement shall be applicable to Apprentices in this Program.



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**Section 2: Right to Continue**

Once started in the Program, subject however to the provisions of the Collective Agreement, the Apprentice shall have the right to continue, providing he/she passes all of the prescribed tests and work is available to him/her.

**Section 3: Tests**

Upon completion of each period of training in the vocational school, an Apprentice will be required to pass a test. In the event of failure to pass such a test, the Apprentice will be given a second (2<sup>nd</sup>) opportunity, but in the event of failure to pass on the occasion of the second (2<sup>nd</sup>) such test, he/she shall be required to withdraw from the Program.

**Section 4: Meaning of 'Year'**

Wherever reference is made to a year as a Helper or Improver it shall mean a period of not less than two hundred (200) working days; the said period to include time spent at the vocational school.

**Section 5: Training Time Entitlement**

Subject to the provisions herein, an Apprentice who is hired by the Company and who has had training in another apprenticeship plan will be given recognition of such training time.

**Section 6: On-The-Job Training**

The Company will ensure that Apprentices will be given the necessary on-the-job practical training.

**ARTICLE IV - SELECTION OF APPRENTICES**

**Section 1: Seniority**

When the Company requires Apprentices, it is agreed that the vacancy will be posted in the operation, and applicants selected in accordance with the provisions of Article VIII of the Collective Agreement.

**Section 2: Successful Applicants**

Successful applicants will be assigned as Helpers for a three (3) month probationary period, unless the applicant's previous experience renders such assignment unnecessary.

**Section 3: Entrance Standards**

Entrance to the Program will in all cases be subject to the applicant meeting the standards required for acceptance by the Apprenticeship and Industrial Training Branch.

**Section 4: Compulsory Entrance**

All present Helpers and Improvers employed by the Company must enter the Program. Helpers and Improvers who cannot qualify in this Program will be reclassified as Labourers with no reduction in rate of pay until such time as they have an opportunity to apply their seniority to obtain a job with equal or a higher rate of pay.



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**Section 5: Age Limit**

There will be no age limit for applicants.

**ARTICLE V - TRAINING SCHEDULES**

**Section 1: Assignment as Helper**

All successful applicants, except Welder Apprentices (see appropriate appendix), will be registered as Apprentices and be assigned as Helpers for an eleven (11) month period, prior to attending vocational school, unless the applicants' previous experience renders such assignments unnecessary.

A program for the aforementioned Welder Apprentices will be established by June 1<sup>st</sup>, 1968.

**Section 2: 4-Year Schedule**

	<u>Rating</u>	<u>At Operation</u>	<u>At School</u>
First Year	Helper	first 11 months	last 4 weeks
Second Year	Helper	first 11 months	last 4 weeks
Third Year	Improver	first 11 months	last 4 weeks
Fourth Year	Improver	first 11 months	last 4 weeks

**Section 3: 3-Year Schedule**

	<u>Rating</u>	<u>At Operation</u>	<u>At School</u>
First Year	Helper	first 11 months	last 4 weeks
Second Year	Improver	first 11 months	last 4 weeks
Third Year	Improver	first 11 months	last 4 weeks

**Section 4: Electricians**

Notwithstanding the provisions of Sections 2 and 3 herein, the Electrician Apprentices shall be required to take eight (8) weeks at school during each year of the Program instead of four (4) with the period in the operation reduced accordingly.

**Section 5: Passing Test**

The Apprentice must successfully pass the prescribed test before promotion from Helper to Improver.



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**Section 6: Journeyman Qualifications**

“Subject to the conditions of this Section as listed below it is agreed that following completion of the period of required training and upon becoming certified, the journeyman shall receive the certified journeyman’s rate of pay.”

Conditions under which the above will apply:

- a) Only to a journeyman who has gone through the indentured apprenticeship training program under the sponsorship of the Company for which he/she is working.
- b) That he/she is working in the maintenance department.
- c) That all work normally done by the maintenance department is being performed by the persons employed in the maintenance department.
- d) That nothing in this clause shall prohibit the laying off of journeyman, helpers or apprentices if they are not required.
- e) That a journeyman may, when facing lay-off, choose to exercise his/her seniority into categories outside of the maintenance area at the job rate if his/her seniority and ability entitle him/her to do so.

**Section 7: Vocational School Delay**

If any of the periods provided for in Sections 2, 3, or 4 herein are exceeded by reason of vocational school facilities being unavailable, such period of excess shall be credited to the Apprentice in succeeding training requirements.

**ARTICLE VI - WAGE RATES**

**Section 1: Rates and Increments**

- a) Wage Rates for Helpers in the first term shall be that specified in the Wage Supplement.
- b) An Apprentice who passes his/her test shall receive an increment agreed to between the Company and the Union during his/her second term as a Helper.
- c) The Wage Rate for an Improver shall be that as specified in the Wage Supplement.
- d) An Apprentice who passes a test in the fourth (4<sup>th</sup>) period of vocational training shall receive an increment agreed to between the Company and the Union during his/her second term as an Improver.
- e) Persons employed as Journeymen, and who are certified as such, shall receive the certified rate for the trade as agreed to between the Company and the Union.



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**Section 2: Expense**

Fares, Lost Time Pay and School Expenses are to be paid by the appropriate Government authorities as part of the cost of the Apprenticeship Plan, with the exception that the employer shall pay the Apprentice while attending Vocational School the difference between the subsidy granted by the appropriate Government authorities and the regular wages of the employee concerned.

The employer's contribution for the last (2) weeks at school will be paid upon the employee's return to work.

**Section 3: Delay in Testing**

Where an employee incurs delay in taking one of the tests under this Program, through no fault of his/her own, the delay shall not prejudice his/her right to wage increments provided for in Section 1 herein.

**ARTICLE VII - ADVISORY BOARD**

**Section 1: Constitution**

There shall be an Advisory Board for each trade covered by the Apprenticeship Agreement, consisting of two (2) representatives of the Industry; two (2) from the Union, one (1) representing the Vocational School and one (1) from the Apprenticeship and Industrial Training Branch.

**Section 2: Responsibility**

The Board shall be responsible for advising the Department of Labour, Apprenticeship and Industrial Training Branch regarding the content of tests, standards of marking and the school curriculum with respect to the registered Apprentices.

The Board shall not be responsible for the actual setting or marking of tests.

**ARTICLE VIII - GENERAL PROVISIONS**

**Section 1:**

Persons presently employed as Journeymen, who do not wish to become certified, shall continue to be employed as Journeymen.

**Section 2:**

Persons employed as Journeymen, who take the Tradesmen Qualification Exam and fail, shall continue to be employed as Journeymen.

**Section 3:**

If a present Journeyman fails to pass the test for a voluntary Tradesmen's Qualification Certificate, he/she can then become indentured as an Apprentice at no reduction in rate of pay.



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**Section 4:**

There will be a three (3) man committee established to process applicants who make application to be tested under the voluntary Tradesmen's Qualifications, or who become indentured under the Apprenticeship and Tradesmen's Qualification Act. The committee will also determine what vocational training is necessary for persons indentured as Apprentices. Representation on the committee shall consist of the following:

- a) One (1) representative from the Union
- b) One (1) representative from the Industry
- c) One (1) representative from the Apprenticeship Branch

Vocational training will be conducted during day courses. Textbooks and study material will be made available when required.

**ARTICLE IX - TOOLS**

**Section 1:**

All Journeyman tradesmen shall be required to have, and shall not qualify for the Journeyman rate, unless they have a full kit of hand tools necessary to perform the job for which they are hired, with the exception of machinery or tools which shall not be deemed to fall within the responsibility of the Journeyman.

**Section 2:**

The Improver shall be required to have and maintain a basic tool kit and to be in the general process of building up the necessary tools to equip himself/herself for the job.

**Section 3:**

The Helper generally shall not be required to own tools, and shall use those designated to him/her. However, in his/her own interest he/she should commence the process of building up a tool kit.

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**Guidelines:**

The administration of this Supplement 4 should be done with consideration of the content under Article XXI of the Collective Agreement. A Letter of Understanding dated December 22, 1994 (included and referenced under Tab 21) operates as an addendum to Supplement 4, Article IV, Selection of Apprentices.

CONIFER members are cautioned that this is quite a historical document and much of the basis for the substance has changed; for example, training schedules are now clearly governed by the ITA. This has been flagged for consideration for a thorough review and update in 2023 collective bargaining.



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