

To the members of Local 498:

If you were at the last Union Meeting or if you have read my newsletter you may recall the change the government is considering for regulating apprentice programs. It is call IRAP (Industry Recognized Apprentice Programs). It will give an unfair advantage to nonunion contractors and allow them to control and dictate how the programs run with virtually no oversight other than the company owners word. As it stands now, you are in a program that has been and is approved by the Department of Labor (DOL) which insures the program is run fairly, your training is thorough, timely and raises are scheduled with graduates and end dates to the program where you then top out and become Journeymen and Journeywomen.

They are looking for YOUR story on what being in a DOL Sanctioned Apprentice program means to you. Our older members and retirees have different stories as to what the registered apprentice program has done for them versus the newer apprentices, organized candidates, Helmets to Hard Hat members who have different stories. One thing is certain the training has always been first class, reflective of the time that everyone went through the program which has been running for more than 70 years and is self-funded.

The window for commenting to the DOL about this change ends on August 26th. The international is asking all members to submit in writing (see attached form) or if you would like to email your response to iwlocal498@iwlocal498.org

- **Subject line should say IRAP RIN 1205-AB85.**
- Tell your story on what being part of the certified apprentice program meant or did for you. How the apprentice program changed your life. How you got in, how safe the workplace is, the structured training, and your rights at work. How allowing lower standard IRAPs in the construction Industry would hurt ironworkers like you. **Also, you must make sure you address the fact that you believe the construction Industry should be exempt from the IRAP requirements.**
- Your name, city, state, book number, and date need to be on it as well.

Next week M-Th Paul will be at the hall with the apprentices filling out these papers, you are more than welcome to participate. You may also come here during normal hours and do the same. We will have everything you need to take care of this.

We must then collect them and scan and email it to the international so they can bring them to the White House and DOL to show that this is important to us. You all have worked hard and put the time and training to earn your journeyman status, you do not want this change to include the construction industry. It will have a severe negative impact on your earning power and your negotiating power for wages and benefits in the future. This rule change is a blatant attack on our union by the same interest groups that passed right to work in places like Wisconsin and Indiana. It's not about putting people to work, it's about weakening our ability to stand up for ourselves by joining a union. IRAPs were designed for industries where a registered training program doesn't already exist or – where one worker's inexperience doesn't risk putting his or her coworkers in a life or death situation. These loosened standards have no place in the construction industry.

This is VERY Important to us and should be important to you and your future as well as you pension at retirement. If the construction Industry is included in the IRAP requirements it will drive down wages water down the training by allowing nonunion hand out training certificates as they see fit to take your work.

Building Trades Construction industry apprentice programs are the **GOLD STANDARD** of apprentice programs. This message must be delivered loud and clear to the White House and Department of Labor by all members.

Exempt Construction Industry from IRAPS!

YOUR UNION NEEDS YOU TO ACT!

Registered Apprenticeship vs. Industry Recognized Apprenticeship

<u>Registered Apprenticeship</u>	<u>Industry Recognized Apprenticeship Program</u>
<ol style="list-style-type: none"> 1. Clearly defined criteria for registering an apprenticeship program 2. Strict standards apply to all federally registered apprenticeship programs 3. Heavily regulated by the Dept. of Labor 4. Must provide proof of journeymen graduation rates 5. Nationally recognized certifications and credentials 6. Require safety training 7. Pay a living wage 8. Admissions standards comply with anti-discrimination policies and fair hiring practices 9. Current union apprenticeship programs 	<ol style="list-style-type: none"> 1. Loosely defined criteria for a program to qualify as an apprenticeship 2. Lax standards; let the buyer beware 3. Minimal oversight by the Dept. of Labor 4. No graduation or completion requirements 5. No widespread recognition of certifications or credentials 6. No requirement for safety training 7. No wage guarantees 8. Exempt from the anti-discrimination policies and fair hiring practices our programs have 9. Just a rebranded nonunion open-shop training program