

Executive Director
Keith Vitale

Labor Trustees
Mark Castelvevchi
James P. Connolly
Shawn Fitzgerald
Martin Flanagan
Joseph V. Healy
William Martin

Management Trustees
Seth Gudeman
Shane Higgins
Joseph Koppers
Robert G. Krug
David Lorig
William Vignocchi

Carol Stream Location
1200 Old Gary Avenue
Carol Stream IL 60188
(630) 653-0006

Chicago Location
5700 West Homer Street
Chicago IL 60639

Mandatory Apprenticeship Exemption Appeal

Pursuant to the terms of your Collective Bargaining Agreement, the Joint Apprenticeship Training Committee initiated the Mandatory Apprenticeship and Permit Worker Program effective January 2, 2020. All **inexperienced employees** hired on or after January 2, 2020, must be sponsored and accepted into the program as either an apprentice or permit worker and **must be registered through the LIUNA Chicagoland Training Fund website at www.chicagolaborers.org.**

Contractors who would like to request an exemption from the Mandatory Apprenticeship and Permit Worker Program: The contractor must provide the Director of Apprenticeship documented proof that the individual they are seeking an exemption for is an experienced worker. To be considered an experienced worker and thus exempt from these programs, an individual must meet at least one of the following requirements:

- (1) Worked 100 or more hours of work as a Laborer within the jurisdiction of the Chicagoland Laborers' District Council prior to January 2, 2020.
- (2) Performed a total of 2,400 hours of work, that falls within the jurisdiction of LIUNA or any other Building Trades union.
- (3) Completed any other LIUNA apprentice program or other Building Trades apprentice program.

All employers requesting an exemption to the Mandatory Apprenticeship Program must provide all the following items listed below for each applicant:

1. A letter on company letterhead that must include:
 - Your name and contact information
 - The reasons you feel the individual should be exempt from the Apprentices Program.
 - The name of the individual of you are seeking exemption for and their contact information.
 - Verification of hours must also be attached. Absolutely no part of Social Security Numbers is to be visible in the attachment (white correction tape works perfectly to hide all numbers).

- The type of work experiences the individual has performed that coincides with the attached proof of hours.
- The type of work the individual will perform as a Laborer.
- The job site location of the very first job the individual will begin work (office location not acceptable unless pre-approved)
- This letter must be signed.

2. Check stubs are required to verify the total number of experienced work hours listed on page 1, items 1-3.

- W-2's are not acceptable unless the company is no longer in business. If that is the case, the Director of Apprenticeship may accept as proof, then the hourly pay scale must be determined and divided accordingly to identify the total number of work hours the W-2's represent.
- A Pension Credit Hours Report from any other building trades union is acceptable in lieu of check stub hours.

Once the Director of Apprenticeship verifies that all requirements have been met, you will be sent an on-line link to formally submit the exemption request.

Prior to the institution of the Mandatory Apprentice Program, all contractor associations were notified of the program's terms and were invited to the Chicagoland Laborers' District Council Training Center to address any additional questions or concerns. Accordingly, please contact your contractor association if you have any additional questions.

Any disputes regarding the Mandatory Apprentice Program must be submitted in writing to the Joint Apprenticeship Training Committee at the following email address:
john.retondo@chicagolaborers.org.

If you should have any questions, please feel free to contact John Retondo at 630-653-0006 ext. 252 or **john.retondo@chicagolaborers.org.**