

EXHIBIT D - 1

BOILERMAKERS NATIONAL APPRENTICESHIP PROGRAM (BNAP) SELECTION PROCEDURES FOR ADVANCEMENT OF APPLICANTS WITH WELDING QUALIFICATIONS:

Due to the shortage of qualified welders in the Boilermaker Construction Trade and the low number of apprentice applicants applying for the program, the Board of Trustees for the Boilermakers National Joint Apprenticeship Program approved the following Selection Procedures on November 12, 1997:

- Step 1 Area Coordinator notifies the appropriate agencies, etc. Area Coordinator is to use the Announcement Notice. [Exhibit #D-2, D-3]
- Step 2 Applicants are notified by letter of the date(s) and location(s) to review BNAP film concerning the *Boilermakers* Apprenticeship Program and collect any information not submitted at the time the applicant made application such as proof of birth, high school diploma, GED, welding data.
- Step 3 Area Coordinator completes random selection form. [Exhibit #D-4, D-5]
- Step 4 Each group of applicants based on qualifications or training is assigned a number [Exhibit #D-6] for random selection.
- Step 5 Effective January 1, 2014, the random selection procedure shall be enhanced by requiring the attainment of a passing score on an aptitude test sufficient to earn the applicant a Career Readiness Certificate, before the individual will be admitted into the pool of eligible applicants. The aptitude test shall be certified as having a significant statistical relationship between the score on the aptitude test required for admission to the pool of eligibles, and performance in the apprenticeship program.
- Step 6 The Area Coordinator is to notify each applicant as to his/her place on the list.
- Step 7 Applicants are to be registered into the program starting with group one [1], number one [1].

Area Letter Head

ANNOUNCEMENT OF BOILERMAKER APPRENTICESHIP OPENINGS:

The Boilermaker occupation includes the fabrication, installation, modification and repair of boilers, hydro dams, tanks, pressure vessels, furnaces and associated equipment such as stacks, platforms in fossil and nuclear power plants, petroleum refinement, chemical plants, paper mills, steel mills and food and beverages plants. The skills required of a construction boilermaker consists of reading blueprints, rigging of heavy loads, burning, welding, layout, fit up, fabrication metal parts, often working in confined spaces or high places in excess of 100 feet.

BASIC QUALIFICATIONS:

- 1] At least eighteen [18] years of age.
- 2] Capable of performing the work covered by the Boilermaker Trade.
- 3] Complete a comprehensive six thousand [6,000] hour comprehensive training program.
- 4] Complete forty-eight [48] Related Studies course, and attend classroom instruction on personal time.
- 5] Drug/alcohol test within forty-eight [48] hours after signing the apprenticeship agreement and on an annual, random, reasonable suspicion and per cause basis thereafter.
- 6] Graduated from high school or GED.
- 7] Legal right to live and work in the United States.
- 8] Abide by State and Area Apprenticeship Standards and Rules.
- 9] Travel long distances for employment and training.
- 10] Effective January 1, 2014, all applicants will be tested for aptitude and competency in the skills deemed necessary for successful completion of the apprenticeship program. Necessary skills areas have been determined by subject matter experts from the apprenticeship program in conjunction with workforce assessment provider ACT, Inc. The apprenticeship program has determined that aptitude testing is representative of the important aspects of performance in the industry.

Applicants are expected to attain a minimum passing score of at least 4 (out of a possible range of 3 -7) on each of three job-related skills assessment areas in order to obtain a Career Readiness Certificate:

- A. Reading for Information: A measurement of skills people use when they read and use written text in order to do a job;
 - B. Applied Mathematics: A measurement of skills people use when they apply mathematical reasoning, critical thinking, and problem-solving techniques to work-related problems;
 - C. Locating Information: A measurement of skills utilized when working with workplace graphics such as charts, graphs, tables, forms, flowcharts, diagrams, floor plans, maps, and instrument gauges.
- 11] An applicant must demonstrate that he/she has access to reliable transportation, which for purposes of the apprenticeship program shall mean

any form of transportation that permits the apprentice to attend work and any required classroom instruction held in the geographic jurisdiction of the Program.

APPLICATIONS - WHEN AND WHERE TO APPLY:

Applicants who meet the above requirements may apply for the apprenticeship program by filling out an application at: Location(s) _____ on _____, **(insert date)** and ending on _____ **(insert date)** between the hours of _____ **(insert time)** until _____ **(insert time)**, and _____ **(insert time)**, and _____ **(insert time)** Monday thru Friday.

NOTE: Applicants must provide copies of proof of Birth Certificate, Baptismal Certificate, DD-214 Military, voter's registration and High School Diploma or GED Certificate when making application. Duplicate copies of the original documents must be submitted as they will be kept by the Area Apprenticeship Committee.

WELDING QUALIFICATION: Applicants that have welding experience or training will have priority selection over those with no welding qualifications or training. Applicants must provide copies of proof of welding qualifications and/or training [Qualifications, Certifications, Welding Diploma, etc.] when making application.

Duplicate copies of the original documents must be submitted as they will be kept by the Area Apprenticeship Committee.

Selection of apprentices under this program is made on the basis of qualifications alone, as set forth in the approved selection procedures of the Boilermakers National Joint Apprenticeship Board for the Boilermaker Trade. All applications are afforded equal opportunity without regard to race, religion, color, sex, national origin, age or disability.

Question regarding this program may be directed to: _____ **(insert name)**, Area Coordinator at _____ **(insert phone number)**.

**BOILERMAKERS NATIONAL APPRENTICESHIP PROGRAM
APPLICANT RANDOM SELECTION FORM**

THE FORM IS TO BE COMPLETED BY THE AREA COORDINATOR AND FILED WITH THE APPLICANT'S APPLICATION AND PROOF OF QUALIFICATIONS AND/OR TRAINING. CHECK ON ONE QUALIFICATION. EXAMPLE: IF APPLICANT HAS PROOF OF TIG [ROOT] SMAW, 6G POSITION AND SMAW PLATE OVERHEAD [OPEN BUTT], CHECK ONLY THE TIG [ROOT] SMAW, 6G POSITION.

Local **(Insert Local Number)**

Date

Name: _____

SSN: _____

WELDING QUALIFICATIONS

PIPE/TUBE POOL #1

- TIG [root]-SMAW, 6G Position [Inclined fixed (45° +- 5°) and not rotated during welding]
- SMAW open butt 6G Position [Inclined fixed (45° +- 5°) and not rotated during welding]
- SMAW with backing ring 6G Position [Inclined fixed (45° +- 5°) and not rotated during welding]
- TIG [root]-SMAW 5G Position [horizontal fixed (+-15°) and not rotated during welding]
- SMAW open butt 5G Position [horizontal fixed (+- 15°) and not rotated during welding]
- SMAW with backing ring 5G Position [horizontal fixed (+- 15°) and not rotated during welding]
- TIG [root]-SMAW, 2G Position [Vertical fixed (+- 15°) and not rotated during welding]
- SMAW open butt 2G Position [Inclined fixed (+-15°) and not rotated during welding]
- SMAW with backing ring 2G Position [Inclined fixed (+- 15°) and not rotated during welding]
- TIG [root]-SMAW, 1G Position [horizontal (+-15°) and rotated during welding]
- SMAW open butt 1G Position [horizontal fixed (+-15°) rotated during welding]
- SMAW with backing ring 1G Position [horizontal fixed (+-15°) and rotated during welding]

PLATE POOL #2

- SMAW Plate Overhead [open butt] 4G Position
- SMAW Plate Overhead [backing strip] 4G Position
- SMAW Plate Vertical [open butt] 3G Position
- SMAW Plate Vertical [backing strip] 3G Position
- SMAW Plate Horizontal [open butt] 2G Position
- SMAW Plate Horizontal [backing strip] 2G Position
- SMAW Plate Flat [open butt] 1G Position
- SMAW Plate Flat [backing strip] 1G Position
- MIG Plate Overhead [open butt] 4G Position
- MIG Plate [backing strip] 4G Position
- MIG Plate Vertical [open butt] 3G Position
- MIG Plate Vertical [backing strip] 3G Position
- MIG Plate Horizontal [open butt] 2G Position
- MIG Plate Horizontal [backing strip] 2G Position
- MIG Plate Flat [open butt] 1G Position
- MIG Plate Flat [backing strip] 1G Position

VO-TEC/WELDING SCHOOLS POOL #3

- Attended a registered welding school. Advancement is based on hours of training received at the school.

NO QUALIFICATIONS POOL #4

- Applicant has no experience or training.

COORDINATORS SIGNATURE AND DATE

APPLICANTS SIGNATURE AND DATE

**BOILERMAKERS NATIONAL APPRENTICESHIP PROGRAM
 APPLICANT RANDOM NUMBER
 ROSTER BY GROUP AND RANKING AFTER DRAWING**

Local (Insert Local Number)

Date

EXAMPLE:

TIG [root] – SMAW, 6G Position [Inclined fixed (45°+-5°) and not rotated during welding.]

| | | | | |
|-------------|------------|----------|---------|---------------|
| Name: _____ | SSN. _____ | Number 1 | Group 1 | Ranking No. 2 |
| Name: _____ | SSN. _____ | Number 2 | Group 1 | Ranking No. 3 |
| Name: _____ | SSN. _____ | Number 3 | Group 1 | Ranking No. 1 |

SMAW PLATE HORIZONTAL [BACKING STRIP] 2G POSITION

| | | | | |
|-------------|------------|----------|---------|---------------|
| Name: _____ | SSN. _____ | Number 1 | Group 2 | Ranking No. 5 |
| Name: _____ | SSN. _____ | Number 2 | Group 2 | Ranking No. 2 |
| Name: _____ | SSN. _____ | Number 3 | Group 2 | Ranking No. 1 |
| Name: _____ | SSN. _____ | Number 4 | Group 2 | Ranking No. 6 |
| Name: _____ | SSN. _____ | Number 5 | Group 2 | Ranking No. 3 |
| Name: _____ | SSN. _____ | Number 6 | Group 2 | Ranking No. 4 |

Attended a registered welding school. Advancement is based on hours of training received at the school.

| | | | | |
|-------------|------------|----------|---------|---------------|
| Name: _____ | SSN. _____ | Number 1 | Group 3 | Ranking No. 3 |
| Name: _____ | SSN. _____ | Number 2 | Group 3 | Ranking No. 4 |
| Name: _____ | SSN. _____ | Number 3 | Group 3 | Ranking No. 2 |
| Name: _____ | SSN. _____ | Number 4 | Group 3 | Ranking No. 1 |
| Name: _____ | SSN. _____ | Number 5 | Group 3 | Ranking No. 5 |

Applicant has no Qualification or training.

| | | | | |
|-------------|------------|-----------|---------|----------------|
| Name: _____ | SSN. _____ | Number 1 | Group 4 | Ranking No. 9 |
| Name: _____ | SSN. _____ | Number 2 | Group 4 | Ranking No. 7 |
| Name: _____ | SSN. _____ | Number 3 | Group 4 | Ranking No. 5 |
| Name: _____ | SSN. _____ | Number 4 | Group 4 | Ranking No. 2 |
| Name: _____ | SSN. _____ | Number 5 | Group 4 | Ranking No. 6 |
| Name: _____ | SSN. _____ | Number 6 | Group 4 | Ranking No. 10 |
| Name: _____ | SSN. _____ | Number 7 | Group 4 | Ranking No. 3 |
| Name: _____ | SSN. _____ | Number 8 | Group 4 | Ranking No. 1 |
| Name: _____ | SSN. _____ | Number 9 | Group 4 | Ranking No. 8 |
| Name: _____ | SSN. _____ | Number 10 | Group 4 | Ranking No. 4 |

 Coordinators Signature and Date