



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

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## Information About This Program:

### Requirements to Apply:

- Birth Certificate
- At least 18 years old
- Valid Driver's License
- Social Security Card
- High School Diploma with official transcript or GED with official transcript
- DD-214 (if applicable)
- Must be able to obtain a Class A CDL Driver's License

### Application Timeline:

April-May: Online applications accepted/ In-person aptitude testing (must pass application to be eligible for testing)

July: In-person interviews (must pass aptitude test to be eligible for interview)

August: Hair follicle drug test, background check, and fit for duty

September: Classes begin.

"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

*Applicants scan the QR Code to access the Online application, then click "APPLY NOW".*



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## Operating Engineers Starting Wages

	Equipment Operator Scale	Probationary Apprentice 65%
Crane Rental	\$41.89	\$27.23
MCA Industrial	\$37.63	\$24.46
MCA Commercial Rate	\$31.74	\$20.63
AGC Commercial Rate	\$32.79	\$21.31

Pipeline	Full Scale	Addendum Scale
Pipeline Group 1	\$47.30	\$37.84
Pipeline Group 2	\$37.09	\$29.67
Pipeline Group 3	\$26.75	\$21.40

## Policies

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### Drug Testing Policy

All applicant accepted into the program are conditional, subject to a satisfactory psychedics 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; 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 \$19.00 per hour to over \$26.00 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 an 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, students 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 improves wages, benefits, working conditions and protects 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; strives to cultivate feelings of friendship among the membership of the craft and those who may 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 costs 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 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, Aptitude 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 aptitude test and interview.

Applicants who meet the questionnaire requirements will take a standardized aptitude test. The aptitude test score will be combined with the application/questionnaire score as part of the overall evaluation process. 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 and aptitude test 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.

## Apprenticeship and Training Association of Texas

Joint Apprenticeship Training Programs		
Program	Address	Training Director
Local 132 Boilermakers - 4 Years	2930 Gulf Freeway LaMarque, TX 77568	Laura Bell 409-938-8205 boilermakers132@gmail.com
Local 2232 Carpeneters/Millwrights - 4 Years	5500 Spencer Highway Pasadena, TX 77505	Joanne Crane 713-641-0275 Training Center joann.crane@tcmttf.com
Local 783 Cement Masons - 3 Years	2210 Wichita St Pasadena, TX 77502	Michael Peña 832-429-3788 mikep.plcm783@gmail.com
Local 716 Electricians - 5 Years	108 Covern St Houston, TX 77061	Gene Brinkmeyer 713-649-2739 houston.jatc@att.net
Local 527 Electricians (Galveston) - 5 Years	2509 FM 2004 Texas City, TX 77591	Chris Rhoads 409-933-9800 ext 3 galvestonjatc@sbcglobal.net
Local 22 Heat & Frost Insulators - 5 Years	2210 Wichita St Pasadena, TX 77502	Ricky Miguez 281-479-6842 aw22jatc@insulators.org
Local 84 Ironworkers - 3 Years	7521 Fauna Houston, TX 77061	Jeff Scarborough 713-644-3206 jeffrolocal84@gmail.com
Local 450 Operating Engineers - 3 Years	13285 Highway 146 South Dayton, TX 77535	Jordan Moss 936-258-5341 jmoss@iuoelocal450.org
Local 211 Pipefitters - 5 Years	1301 W 13th St Deer Park, TX 77536	Octavio Rojas 713-649-0201 octavior@pflocal211.com
Local 68 Plumbers - 5 Years	454 Link Rd Houston, TX 77009	Sidney Morris 713-861-3202 sidney.morris@hapjac.edu
Local 54 Sheet Metal - 4 Years	20213 Binford Rd Waller, TX 77484	Christopher Romo 713-869-5843 cromo@smart54jatc.org
District Council 10 Finishing Trades - 3/4 Years	5425 Spindle Dr Houston, TX 77086	Juan Granados 214-455-0514 juan.granados@iupatdc88.com

