

Applications are taken on **Tuesdays** between the hours of 7:00 AM and 2:30 PM **ONLY** at IUOE **Union Hall located at 6521 Dale Road, Rex, GA 30273 until further notice.**

We also suggest that you call prior to coming **770-474-5926**

**ALL Qualifications Must accompany the application to be accepted**

**Valid Driver's License** and are required to have reliable transportation

**High School Diploma or G.E.D. Certificate with Transcripts**

**Certified Birth Certificate** apprentice applicants must be at least eighteen years of age

**Current 3 years Motor Vehicle Driving Records**

**Reference Letters: Must be on Letterhead Stationery**

Character reference letter or any reference letter from an employer, school, business, church or previous employer.

**Must Be Drug Free** Applicants must be willing to take a pre-employment drug test

**Agree to a background check**

Upon acceptance into the program by our Board of Trustees, a D.O.T. physical examination will be required.

You may enhance your chances of acceptance by submitting the following:

1. Past work experience letters, related to this trade of the construction industry, on company letterhead.
2. Clean driving record.

**\*\*Note - incomplete applications and or missing requirements will not be accepted.**

Qualifications are subject to change, upon approval of US DOL Bureau of Apprenticeship & Training.

Applicant selection is without regard to race, color, religion, sex, national origin, disability, age, sexual orientation or genetic information.

*Selection of Students is made from applications and personal interview scores, applicants are indentured numerically, starting with the highest scoring applicant until all available openings have been filled.*

# INTERNATIONAL UNION OF OPERATING ENGINEERS LOCAL 926 JOINT APPRENTICESHIP AND TRAINING CENTER

ASSIGNED APPLICATION # \_\_\_\_\_ (Office Use Only)



## I.U.O. E. Local 926 Joint Apprenticeship & Training Program

Thank you for your interest in the International Union of Operating Engineers, Local 926 Journeymen Apprenticeship Training Program. A career as an Operating Engineer is challenging, diverse and fulfilling, both in terms of personal rewards and monetary benefits.

Before applying, we feel it is important that every applicant fully understand the requirements of the Apprenticeship Program.

The term of apprenticeship of the Program is a minimum of 8000 hours. In addition, 196 hours of classroom instruction is also required. Applicants who are selected to take part in the apprenticeship program will receive a combination of on-the-job training while assigned to employers and related field instruction by the Program's instructors at the Training Site.

Operating Engineers in the construction industry operate, maintain and repair many types of equipment—from relatively simple pavement breakers to large cranes, which are complex and require the coordination of numerous controls. The job requires excellent eyesight, hand-eye coordination, muscular coordination and ability to perform routine repetitive work without losing concentration. At times, the work will be performed while sitting, standing, walking and climbing. As the work is performed outdoors, Operating Engineers are exposed to extremes of noise, dust, wind, rain, cold and heat.

By its very nature, working in the construction industry is seasonal. An Operating Engineer can expect to spend periods of time unemployed, particularly in the winter months.

Apprentices will be assigned to work on projects throughout Georgia, the jurisdictional area of Operating Engineers Local 926. They must be able to travel and must have reliable transportation. The Apprenticeship Program does not reimburse Apprentices for travel expenses.

Applicants should be aware that they will be required to take a pre-employment drug test and that various employers also require random drug tests.

The current average hourly rate for beginning Apprentices is approximately \$14.00 per hour, plus fringe benefits. With satisfactory progress in their training, Apprentices will receive wage increases throughout the period of training.

Upon acceptance into the Apprenticeship Program, applicants will be required to join the union, Local 926 of the International Union of Operating Engineers. A union is a democratic organization chosen by a majority of the employees in a facility. The basic idea of a union is that by joining together with co-employees to form a union, workers have a greater ability through their strength in numbers to improve conditions at the worksite. In other words, "In unity there is strength."

The primary purpose of the union is to represent workers in their employment and to negotiate a contract that improves wages, benefits and working conditions and protects workers from unfair treatment. The International Union of Operating Engineers is a progressive, diversified trade union that is dedicated to offering employment and training opportunities to workers in the construction industry.

Thank you again for your interest in applying for the Local 926 Apprenticeship Training Program. We hope that the information in this letter has provided you with a clear, comprehensive view of a challenging and exciting opportunity.

## Candidate Disclosure, Authorization & Consent for the Procurement of Consumer Reports

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### Section I: Disclosure

[International Union of Operating Engineers JATP] (the "Company") may request background information about you from a consumer reporting agency in connection with your employment application and for employment purposes. The report ordered is defined by the Fair Credit Reporting Act (FCRA) as a Consumer Report, and all inquiries are limited to information that affects job performance and the workplace. It is conducted in accordance with applicable federal and state laws including the FCRA. The screening will be conducted by an outside agency — GoodHire, LLC. — P.O. Box 391403 Omaha, NE 68139 | 1-888-906- 7351 | support@goodhire.com. As a result, GoodHire may obtain a Consumer Report on you as an applicant or during employment.

A consumer report is a compilation of information that might affect your employability. The scope of the report may include information concerning your driving record, civil and criminal court records, credit, drug screening results, worker's compensation record, education, credentials, identity, past addresses, social security number, previous employment and personal references.

Should an employer rely upon a consumer report for an adverse action, the FCRA mandates you be provided with a copy of the consumer report and a summary of your rights. An adverse action is defined as "a denial of employment or any other decision for employment purposes that adversely affects any current or prospective employee."

### Section II: Authorization and Release

I have carefully read and understand this Candidate Disclosure, Authorization & Consent for the Procurement of Consumer Reports form and the attached summary of rights under the Fair Credit Reporting Act. By my signature below, I consent to the release of consumer reports and investigative consumer reports prepared by a consumer reporting agency, such as GoodHire, LLC, to the Company and its designated representatives and agents. I understand that if the Company hires me, my consent will apply, and the Company may obtain reports, throughout my employment. I also understand that information contained in my job application or otherwise disclosed by me before or during my employment, if any, may be used for the purpose of obtaining consumer reports and/or investigative consumer reports. By my signature below, I authorize law enforcement agencies, learning institutions (including public and private schools and universities), information service bureaus, credit bureaus, record/data repositories, courts (federal, state and local), motor vehicle records agencies, my past or present employers, the military, and other individuals and sources to furnish any and all information on me that is requested by the consumer reporting agency. By my signature below, I certify the information I provided on this form is true and correct and will be valid for any reports that may be requested by or on behalf of the Company.

\_\_\_\_\_I authorize GoodHire and its agents to contact my current employer if necessary to verify my current employment status.

Applicant Name: \_\_\_\_\_

Applicant Email: \_\_\_\_\_

Applicant Signature: \_\_\_\_\_

Date: \_\_\_\_\_

\_\_\_\_\_If you are resident of, or performing jobs located in, California, Minnesota, Oklahoma, Massachusetts or New York, check this box to receive a free copy of any Consumer Report, Investigative Consumer Report or Credit Report from GoodHire electronically. For a paper copy, contact GoodHire at 1-888-906-7351 or support@goodhire.com.

*International Union of Operating Engineers  
Local 926  
Joint Apprenticeship & Training Program*

**UN-INDENTURED APPRENTICE**  
**ENROLLMENT FORM**

WOULD YOU BE INTERESTED IN WORKING THROUGH OUR UNION HALL FOR A SIGNATORY CONTRACTOR AS A PRE-APPRENTICE UNTIL A NEW CLASS IS FORMED?

YES \_\_\_\_\_ NO \_\_\_\_\_

IF YES, COMPLETE THE FOLLOWING INFORMATION.

NAME: \_\_\_\_\_ SOCIAL SEC.#: \_\_\_\_\_

ADDRESS: \_\_\_\_\_

CITY/STATE/ZIP: \_\_\_\_\_

PHONE NUMBER: ( \_\_\_\_\_ ) \_\_\_\_\_

NOTE: By completing this form you are consenting for us to place you in the "Pool of Eligible" list. To be placed on this list applicant must have complete applications on file in this office.

Signature: \_\_\_\_\_

Date: \_\_\_\_\_



## International Union of Operating Engineers, Local 926

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PO Box 170  
Rex, Ga 30273  
770-474-5926 770-474-5902

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### **UN-INDENTURED PRE-APPRENTICES STATEMENT OF UNDERSTAND**

1. I understand that I have NOT been selected as an apprentice and that I am NOT being employed as an indenture apprentice. I further understand that the hours employed will NOT apply toward apprenticeship in the even that I am selected for apprenticeship at some future date.
2. I understand that I must meet all qualifications and have a complete application on file before being placed in the "pool of eligibles" for the position of un-indentured training apprentice.
3. I understand that I am NOT promised to be selected as an indentured apprentice.
4. I understand as an un-indentured training apprentice I will be required to report for the interview regarding the apprentice program when notified.
5. I understand that I cannot work more than two thousand (2000) hours as an un-indentured apprentice, and that I may be terminated by the employer or the JATC at any time.
6. I understand that my rate of pay is \$13.50 per hour.
7. I understand that I am NOT permitted to attend apprentice related training classes.
8. I acknowledge that I am NOT an indentured apprentice and must NOT be worked on Davis-Bacon Prevailing Wage Jobs.
9. I understand that I am to present my employer with a copy of this "Statement of Understanding" when reporting to work.
10. I understand that I will be required to pay \$10.50 per week worked, service fees.
11. The committee agrees to be responsible for the employment of said training apprentices in the trade of Operating Engineers, if work is available. And in consideration thereof, said trainee agrees to perform diligently and faithfully the work of the trade during the period of employment in accordance with regulations of the Joint Apprenticeship and Training Committee.
12. I understand that a training apprentice will only be called for work after all indentured apprentices are employed or offered employment.
13. Contributions will be made on un-indentured apprentices to the Health and Welfare Fund and while working for a participating employer, at the same rate and provisions as Journeyman operators.
14. The pre- apprentice should immediately re-register with the Union Hall, in person, at the end of each job assignment.
15. Applicants, who fail to exercise this right of registration, shall cause their application to be null & void and shall disqualify them for employment and committee interview.

Signed: \_\_\_\_\_ Print: \_\_\_\_\_

Social Sec #: \_\_\_\_\_ Phone #: (      ) \_\_\_\_\_

Dated: \_\_\_\_\_ Local 926 Representative: \_\_\_\_\_

# LOCAL 926 HIRING HALL RULES

## AS AMENDED BY THE MEMBERSHIP

JULY 15, 2016

1. Any applicant for work shall be placed on the Book I or Book II work list. No applicant will be dispatched who is not authorized for U.S. employment. All applicants must register or re-register for work in person or by phone. Applicants shall provide a qualification record. No applicant shall be referred to any employment for which he is clearly not qualified.
2. Applicants will be referred, from Book I or Book II, to jobs of which they are qualified for, in the order that they were put on the list.
3. Requirements for being placed on either Book I or Book II will be posted at the Hiring Hall.
4. An applicant who obtains a position on Book I or Book II through misrepresentation will be subject to discipline by the Executive Board.
5. Any applicant incapacitated because of illness or injury, and providing a physician's statement will be placed on the sick/injured list. Applicants on the sick/injured list will be returned to their position on the Hiring Hall list, by providing a doctor's written release.
6. Any applicant who accepts employment for 5 working days or less (excluding Saturdays, Sundays, and holidays) may return to his original place on the out-of-work list
7. All Employers utilizing the Hiring Hall, have the right to call by name from Book I List, any person who may have been employed by that Employer in any area covered by this Agreement within the past 90 calendar days.
8. Any person failing a drug test or reporting to work under the influence of alcohol or drugs, shall not be placed on the out of-work-list for a period of 30 days for the first offense, 45 days for the second offense, A third offense will be subject to discipline by the Executive Board. Any person failing a drug test will be required to provide a drug test with negative results, at their expense, before placement on the out-of-work list.
9. Applicants failing to report as referred without good cause shall be placed at the bottom of the Hiring Hall register for the first offense. A second offense will be subject to discipline by the Executive Board.
10. Three job rejections shall be cause for the applicant to be placed at the bottom of the Hiring Hall list unless good cause can be proven, such as injury, illness, or other. Failure to be available within 24 hours of a call, without good cause, will be considered a work rejection by the applicant. Each applicant shall notify their Hiring Hall of their availability for work by re-registering on the out of work list every 30 days. Applicants that do not re-register will be removed from the list.

# **Out of Work List**

## **BOOK ONE REQUIREMENTS**

- 1) MUST HAVE RESIDENCE OR PREVIOUSLY WORKED IN THE LOCAL 926 JURISDICTIONAL AREA.
  - 2) MUST HAVE HAD PREVIOUS EMPLOYMENT, OF AT LEAST 6 (SIX) CONSECUTIVE MONTHS, AS AN EQUIPMENT OPERATOR, WITH AN EMPLOYER WHO BELONGS TO EITHER, THE SITE PREP ASSOCIATION, THE STEEL ERECTORS ASSOCIATION, THE ATLANTA AREA FOUNDATION AND CAISSON DRILLING CONTRACTORS ASSOCIATION, BUILDERS CONSTRUCTORS ASSOCIATION OR OTHERS WHO AGREE TO BE BOUND BY THE MULTI-EMPLOYER CONTRACTS WHILE WORKING IN THE GEOGRAPHIC JURISDICTION OF LOCAL 926.
  - 3) MUST HAVE HAD PREVIOUS EMPLOYMENT WITHIN THE BARGAINING UNIT.
  - 4) MUST HAVE 3 YEARS EXPERIENCE ON CONSTRUCTION EQUIPMENT, OR HAVE PASSED AN EXAM/EVALUATION AT OUR TRAINING SITE OR BY THE EMPLOYER,  
  
OR  
  
MUST BE AN ACTIVE INDENTURED APPRENTICE IN, OR GRADUATED FROM, THE LOCAL 926 JOINT APPRENTICESHIP AND TRAINING PROGRAM.
  - 5) ALL APPLICANTS REFERRED TO A JOB THROUGH THE HIRING HALL, MUST SUBMIT TO A DRUG TEST UPON DISPATCH JOB AS WELL AS RANDOM TESTING.
  - 6) MUST RE-REGISTER EVERY THIRTY (30) DAYS, IF NOT REFERRED OUT TO ANY JOB IN ORDER TO KEEP PLACE ON LIST.
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## **BOOK TWO REQUIREMENTS**

- 1) MUST HAVE 3 YEARS EXPERIENCE ON CONSTRUCTION EQUIPMENT AS AN OPERATOR.
- 2) MUST PASS EXAM/EVALUATION AT OUR TRAINING SITE OR WITH THE EMPLOYER.
- 3) MUST HAVE COMPLETED A WORK APPLICATION FORM AT THE LOCAL UNION OFFICE.
- 4) MUST RE-REGISTER EVERY THIRTY (30) DAYS IF NOT REFERRED OUT TO ANY JOB IN ORDER TO KEEP PLACE ON LIST.
- 5) ALL APPLICANTS REFERRED TO A JOB THROUGH THE HIRING HALL, MUST SUBMIT TO A DRUG TEST UPON DISPATCH JOB AS WELL AS RANDOM TESTING.



# OPERATING ENGINEERS LOCAL 926

## JOURNEYMAN & APPRENTICESHIP TRAINING PROGRAM APPLICATION FOR OPERATING ENGINEER APPRENTICESHIP

**ASSIGNED APPLICATION NUMBER #** \_\_\_\_\_  
(Office Use Only)

Date: \_\_\_\_\_

Date of Birth: \_\_\_\_\_

Print Name \_\_\_\_\_  
Last

\_\_\_\_\_  
First

\_\_\_\_\_  
Middle

Street Address \_\_\_\_\_

City \_\_\_\_\_

County \_\_\_\_\_

State \_\_\_\_\_

Zip Code \_\_\_\_\_

Telephone No ( \_\_\_\_\_ ) \_\_\_\_\_

Social Security No. \_\_\_\_\_

Other numbers where you can be reached:

Cell Phone ( \_\_\_\_\_ ) \_\_\_\_\_

E-mail \_\_\_\_\_

Upon acceptance into the Apprentice Program, can you provide proof of age?

Yes/No \_\_\_\_\_

Are you aware that you will be required to take a pre-employment drug test and that various employers will require random drug testing?

Yes/No \_\_\_\_\_

**EDUCATION**

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1. Do you have a High School diploma or G.E.D equivalent? Yes\_\_\_\_\_ No\_\_\_\_\_

\_\_\_\_\_ / \_\_\_\_\_ / \_\_\_\_\_  
High School City State Date Graduated

2. Do you have a college degree or taken any college level courses? Yes\_\_\_\_\_ No\_\_\_\_\_

\_\_\_\_\_ / \_\_\_\_\_ / \_\_\_\_\_  
School City State Date Graduated

**MILITARY EXPERIENCE**

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3. Have you ever served in the military? Yes\_\_\_\_\_ No\_\_\_\_\_

**(If other than yes, skip to question 5)**

Service Branch \_\_\_\_\_ Discharge date \_\_\_\_\_ / \_\_\_\_\_ / \_\_\_\_\_  
**Mo Day Yr**

Military Occupation \_\_\_\_\_ Highest Rank \_\_\_\_\_

4. While in the military, did you receive any special training related to construction work? Yes \_\_\_\_\_ No \_\_\_\_\_  
If yes, list training:

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

**TRANSPORTATION**

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5. Do you have access to reliable transportation? Yes\_\_\_\_\_ No\_\_\_\_\_

6. Do you have a valid drivers license? Yes\_\_\_\_\_ No\_\_\_\_\_

7. Are you willing to commute up to 200 miles each day or temporarily live away from home in order to accept employment?  
Yes\_\_\_\_\_ No\_\_\_\_\_

8. Have you ever been employed on a job that required extensive travel? Yes\_\_\_\_\_ No\_\_\_\_\_

Have you ever been convicted of a felony? Yes\_\_\_\_\_ No\_\_\_\_\_

If yes Explain :

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

**WORK RECORD**

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Present Employer \_\_\_\_\_

Type of Work \_\_\_\_\_

**Previous Employers (list most recent first):**

Company Name	Type of Work	Employment Dates	Reason for Leaving
_____	_____	_____/____	_____
_____	_____	_____/____	_____
_____	_____	_____/____	_____

**REFERENCES**

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Please provide the names and addresses of three persons, other than relatives, who have known you for at least 3 years.

Name	Address	Telephone
_____	_____	( ) _____
_____	_____	( ) _____
_____	_____	( ) _____

9. Do you know anyone who works as an Operating Engineer? Yes \_\_\_\_\_ No \_\_\_\_\_  
(If other than yes, skip to question 11)

10. If so, are they satisfied with the type of work they are doing? Yes \_\_\_\_\_ No \_\_\_\_\_

11. Which of the following do you feel are good reasons to work as an Operating Engineer?  
Feel free to name more than one answer. If none apply, leave blank.

- A. \_\_\_ wages
- B. \_\_\_ seasonality of work
- C. \_\_\_ benefits
- D. \_\_\_ travel
- E. \_\_\_ union membership
- F. \_\_\_ working outdoors
- G. \_\_\_ sense of accomplishment

12. Do you feel that Operating Engineers earn enough to comfortably support their families? Yes \_\_\_ No \_\_\_

**WORKING CONDITIONS**

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13. Are you aware that construction is seasonal in character and most apprentices work an average of 6-8 months out of the year? Yes \_\_\_\_\_ No \_\_\_\_\_

14. Due to the seasonal aspect of this profession, how would you respond to a layoff while you are an apprentice?  
Would you: **(Please check all that apply—if none apply, leave blank)**

- A. \_\_\_ find temporary employment outside of construction industry
- B. \_\_\_ leave Apprentice Program
- C. \_\_\_ leave construction industry altogether
- D. \_\_\_ apply for unemployment
- E. \_\_\_ put more time into classroom studies in Apprentice Program
- F. \_\_\_ put more time into hands on training in Apprentice Program
- G. \_\_\_ attend other type of school to take construction related class.

15. Do you understand that the work of an Operating Engineer requires frequent transfer from one area jobsite to another?  
Yes \_\_\_\_\_ No \_\_\_\_\_
16. Are you aware that construction work can aggravate respiratory ailments such as allergies or asthma?  
Yes \_\_\_\_\_ No \_\_\_\_\_
17. Are you able to work in extreme dust conditions, extreme heat, cold or damp weather?  
Yes \_\_\_\_\_ No \_\_\_\_\_
18. Have you ever worked in confined spaces? Yes \_\_\_\_\_ No \_\_\_\_\_
19. Have you ever worked over water? Yes \_\_\_\_\_ No \_\_\_\_\_
20. Have you ever worked at heights? Yes \_\_\_\_\_ No \_\_\_\_\_

## **WAGES**

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Apprentice Wage Rates are a percentage of journeyman wages with increases at each semester advancement. First Semester Apprentices can expect to earn an hourly wage of over \$14.00 plus benefits.

21. How dependent will you be on income earned as an apprentice?  
**(Check only one answer—if none apply, leave blank).**
- A. \_\_\_\_\_ completely dependent
  - B. \_\_\_\_\_ mostly dependent
  - C. \_\_\_\_\_ only a little dependent
  - D. \_\_\_\_\_ not dependent at all
22. Would the first-year wage allow you to: (Check only one answer—if none apply, leave blank).
- A. \_\_\_ pay your living expenses, but have little left?
  - B. \_\_\_ pay your living expenses with some savings?
  - C. \_\_\_ or, would you have to supplement the apprentice wage with other work?

## **INTEREST**

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23. Among the following reasons for applying to the Apprentice Program, which are important to you?  
**(Please check all that apply—if none apply, leave blank)**
- A. \_\_\_\_\_ I like outside work
  - B. \_\_\_\_\_ I like to work with my hands
  - C. \_\_\_\_\_ I have family/friends in construction industry.
  - D. \_\_\_\_\_ I like to operate machinery
  - E. \_\_\_\_\_ I see an opportunity for advancing in construction industry
  - F. \_\_\_\_\_ I want to obtain union benefits.

24. Assume you are selected as an apprentice. You are called for a job through the union referral on a Friday and directed to work on Monday morning. **(check only one answer—if none apply, leave blank)**  
Would you:
- A. \_\_\_ Explain to the Union or Training Coordinator that you must give your employer two weeks notice before quitting.
  - B. \_\_\_ Make whatever arrangements are necessary and report to the Union referred job assignment on Monday.
  - C. \_\_\_ Ask questions about the Union referred job such as job duties, driving distances to the job, duration of employment on this job assignments and then decide whether to accept the job.
  - D. \_\_\_ Accept the job, find out about it first-hand and then quit if you did not like it or it was too far from home.
25. Which of the following do you expect to be true five years from now? **(Check only one answer—if none apply leave blank).**
- A. \_\_\_ I expect to be working in construction locally
  - B. \_\_\_ I expect to be in the military
  - C. \_\_\_ I expect to be working elsewhere, but in construction industry
  - D. \_\_\_ I expect to be a student
  - E. \_\_\_ I expect to be working, but not in the construction industry
  - F. \_\_\_ I expect to be unemployed.
26. Which of the following do you expect to be true ten years from now? **(Check only one answer—if none apply leave blank).**
- A. \_\_\_ I expect to be working in construction locally
  - B. \_\_\_ I expect to be in the military
  - C. \_\_\_ I expect to be working elsewhere, but in construction industry
  - D. \_\_\_ I expect to be a student
  - E. \_\_\_ I expect to be working, but not in the construction industry
  - F. \_\_\_ I expect to be unemployed.

## **UNION MEMBERSHIP**

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The cover letter accompanying your application includes a brief explanation of union membership.

27. Do you understand that you, as an apprentice, are expected to be a union member and work for contractors that support the apprenticeship program and employ union workers who are in or have completed apprenticeship programs? Yes \_\_\_ No \_\_\_
28. Have you ever been a member of a union? Yes \_\_\_ No \_\_\_
29. What would you say are the greatest advantages of being a union member?  
**(Please feel free to mark all that apply—if none apply, leave blank)**
- A. \_\_\_ higher wages
  - B. \_\_\_ better benefits
  - C. \_\_\_ greater promotional opportunities
  - D. \_\_\_ greater job opportunities
  - E. \_\_\_ better health and safety conditions
  - F. \_\_\_ better training
  - G. \_\_\_ having a voice in decisions affecting your job
30. Do you understand that union dues are typically withheld from the paycheck of the apprentice? Yes \_\_\_ No \_\_\_

Note: The information in this section is needed to comply with the regulations issued by the Equal Employment Opportunity Commission under provisions of the Civil Rights Act of 1964. It will be kept confidential and will be used only in reports required by the Government.

Sex: Male \_\_\_\_\_ Female \_\_\_\_\_

Race/Ethnic Background: **(check one)**

\_\_\_\_\_ American Indian or Alaskan Native

\_\_\_\_\_ Black

\_\_\_\_\_ Hispanic

\_\_\_\_\_ Asian or Pacific Islander

\_\_\_\_\_ White

Other (List) \_\_\_\_\_

Upon acceptance into Apprentice Program, can you provide proof that you are legally entitled to work in the United States?

Yes \_\_\_ No \_\_\_

### **PRE-EMPLOYMENT QUESTIONNAIRE**

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Name \_\_\_\_\_

**INSTRUCTIONS: CHECK WHETHER YOU HAVE PERFORMED THE FOLLOWING:**

#### **Direct and Related Experience**

1. Yes \_\_\_ No \_\_\_ Did landscape work using small powered equipment.
2. Yes \_\_\_ No \_\_\_ Changed oil in a car.
3. Yes \_\_\_ No \_\_\_ Operated farm equipment such as plow, cultivator.
4. Yes \_\_\_ No \_\_\_ Operated a crane.
5. Yes \_\_\_ No \_\_\_ Operated earthmoving machinery.
6. Yes \_\_\_ No \_\_\_ Changed spark plug on a lawn mower.
7. Yes \_\_\_ No \_\_\_ Operated a riding lawn mower.
8. Yes \_\_\_ No \_\_\_ Worked as a member of survey party to measure land and its contours.
9. Yes \_\_\_ No \_\_\_ Worked as an oiler on a crane.
10. Yes \_\_\_ No \_\_\_ Checked, changed fluids, greased or lubricated a car.
11. Yes \_\_\_ No \_\_\_ Changed brakes on a car.
12. Yes \_\_\_ No \_\_\_ Had military MOS as heavy equipment operator or mechanic.
13. Yes \_\_\_ No \_\_\_ Worked with materials such as metal, brick or stone.
14. Yes \_\_\_ No \_\_\_ Changed an electrical outlet.
15. Yes \_\_\_ No \_\_\_ Worked on some aspects of a building structure such as footings, ceilings, roofs, walls, floors.
16. Yes \_\_\_ No \_\_\_ Made watertight connections in a plumbing system.
17. Yes \_\_\_ No \_\_\_ Light pilot light on furnace/hot water tank.
18. Yes \_\_\_ No \_\_\_ Worked as a construction laborer.
19. Yes \_\_\_ No \_\_\_ Changed washers on faucets or installed new faucets.
20. Yes \_\_\_ No \_\_\_ Painted the exterior of a house.
21. Yes \_\_\_ No \_\_\_ Taken sink pipes apart.
22. Yes \_\_\_ No \_\_\_ Worked as a construction craftsman other than operating engineer (ironworker, carpenter, etc.).
23. Yes \_\_\_ No \_\_\_ Have work experience in the construction industry.
24. Yes \_\_\_ No \_\_\_ Climbed ladder higher than two (2) stories.
25. Yes \_\_\_ No \_\_\_ Joined a labor union.

### **Mechanical Experience**

26. Yes \_\_\_ No \_\_\_ Changed an air filter in a car.
27. Yes \_\_\_ No \_\_\_ Changed and repaired a tire.
28. Yes \_\_\_ No \_\_\_ Fixed a sewing machine.
29. Yes \_\_\_ No \_\_\_ Cared for machines, keeping them oiled and cleaned.
30. Yes \_\_\_ No \_\_\_ Used long handle tools, such as hoes, shovels, picks, axes.
31. Yes \_\_\_ No \_\_\_ Changed fuses in electrical fuse box.
32. Yes \_\_\_ No \_\_\_ Performed routine maintenance on tools and equipment such as cleaning, lubricating and adjusting.
33. Yes \_\_\_ No \_\_\_ Installed, replaced or repaired simple or complex building mechanical systems or equipment such as heating, lighting, refrigeration and plumbing.
34. Yes \_\_\_ No \_\_\_ Used hand held power tools such as electrical and air tools
35. Yes \_\_\_ No \_\_\_ Restored automotive vehicles.
36. Yes \_\_\_ No \_\_\_ repaired home appliances such as refrigerator, stove, mixer.
37. Yes \_\_\_ No \_\_\_ Kept tools cleaned and in prime working condition.
38. Yes \_\_\_ No \_\_\_ Worked with small hand tools to assemble or disassemble items to make repairs.
39. Yes \_\_\_ No \_\_\_ Repaired farm equipment such as tractors, plows and mowers.
40. Yes \_\_\_ No \_\_\_ Tuckpoint a house.
41. Yes \_\_\_ No \_\_\_ Sawed lumber for shelves.
42. Yes \_\_\_ No \_\_\_ Replaced glass window pane.
43. Yes \_\_\_ No \_\_\_ Did minor tune-ups on cars replacing spark plugs and points.
44. Yes \_\_\_ No \_\_\_ Repaired or overhauled small engines such as lawn mowers or chain saws.
45. Yes \_\_\_ No \_\_\_ Changed fuse under dash in car.
46. Yes \_\_\_ No \_\_\_ Operated heavy duty power equipment such as pumps, compressors or generators.
47. Yes \_\_\_ No \_\_\_ Fixed and changed tail light bulb.

### **Driving**

48. Yes \_\_\_ No \_\_\_ Drove a vehicle with a manual gear shift.
49. Yes \_\_\_ No \_\_\_ Drove a vehicle such as taxicab, messenger van or delivery truck.
50. Yes \_\_\_ No \_\_\_ Drove long distances occasionally requiring overnight stay.
51. Yes \_\_\_ No \_\_\_ Drove a commercially rated truck such as dump, cartage, ready mix.
52. Yes \_\_\_ No \_\_\_ Operated a bus.
53. Yes \_\_\_ No \_\_\_ Drove a trailer truck.

### **Environment/Safety**

54. Yes \_\_\_ No \_\_\_ Worked for long periods of time seated at desk or console.
55. Yes \_\_\_ No \_\_\_ Worked in an area with continuous machine noise.
56. Yes \_\_\_ No \_\_\_ Worked under low temperature conditions where it could be uncomfortable even though appropriate clothing could be worn.
57. Yes \_\_\_ No \_\_\_ Worked outdoors exposed to all weather conditions such as rain, heat, cold or mud.
58. Yes \_\_\_ No \_\_\_ Performed work requiring to prevent falling when walking, standing or crouching on narrow, slippery or moving surfaces.
59. Yes \_\_\_ No \_\_\_ Worked under continuous distractions, interruptions or other disturbances.
60. Yes \_\_\_ No \_\_\_ Climbed and worked aloft with hand tools.
61. Yes \_\_\_ No \_\_\_ Frequently lifted and/or carried objects weighing 50 lbs. or more—very heavy work.
62. Yes \_\_\_ No \_\_\_ Worked in awkward and confining work space such as body cramped and uncomfortable.
63. Yes \_\_\_ No \_\_\_ Worked in continuous high temperature conditions where a person could experience severe discomfort or heat stress such as 80-90 degrees F or above.
64. Yes \_\_\_ No \_\_\_ Worked where noise was sufficient to cause distractions and vibration of the body such as air hammer or driving a truck on rough surface.
65. Yes \_\_\_ No \_\_\_ Loaded tools, materials or equipment on trucks and drove to work locations.
66. Yes \_\_\_ No \_\_\_ Seal coated a driveway.
67. Yes \_\_\_ No \_\_\_ Worked where personal safety required attention to safety procedures such as wearing a hard hat, safety glasses or special shoes.

### **Training**

- 68. Yes \_\_\_ No \_\_\_ Successfully completed a course in machine shop practice.
- 69. Yes \_\_\_ No \_\_\_ Received certification as a hydraulic or stationary engineer.
- 70. Yes \_\_\_ No \_\_\_ Successfully completed a course in electricity.
- 71. Yes \_\_\_ No \_\_\_ Successfully completed a course in mechanics.
- 72. Yes \_\_\_ No \_\_\_ Successfully completed a course in heavy equipment operation, e.g. military or commercial.
- 73. Yes \_\_\_ No \_\_\_ Successfully completed a course in welding.
- 74. Yes \_\_\_ No \_\_\_ Successfully completed a course in blueprint reading.
- 75. Yes \_\_\_ No \_\_\_ Successfully completed a course in hydraulics.
- 76. Yes \_\_\_ No \_\_\_ Successfully completed a course in diesel mechanics.
- 77. Yes \_\_\_ No \_\_\_ Successfully completed a course in vocational shop.

### **Machine**

- 78. Yes \_\_\_ No \_\_\_ Manually controlled or guided materials being processed such as sewing machine, jig saw, etc.
- 79. Yes \_\_\_ No \_\_\_ Used manually powered tools or instruments to perform very accurate or precise operations such as engraver or watchmaker.
- 80. Yes \_\_\_ No \_\_\_ Started, stopped, controlled and adjusted the working of a machine or piece of equipment, observing gauges and turning valves to regulate operations.
- 81. Yes \_\_\_ No \_\_\_ Operated automatic machinery.
- 82. Yes \_\_\_ No \_\_\_ Operated machinery in a shop such as saw, lathe, punch press.

### **Data**

- 83. Yes \_\_\_ No \_\_\_ Prepared and maintained statistical records and reports requiring use of math to make calculations.
- 84. Yes \_\_\_ No \_\_\_ Worked from complex schematic drawings such as blueprints and circuit diagrams to determine work to be performed and proper sequence of tasks.
- 85. Yes \_\_\_ No \_\_\_ Used drafting equipment and materials.
- 86. Yes \_\_\_ No \_\_\_ Estimated time required to get a job done.
- 87. Yes \_\_\_ No \_\_\_ Interpreted a variety of technical instruction and/or materials in books, manuals, catalogs or texts.
- 88. Yes \_\_\_ No \_\_\_ Took readings of registers, meters and similar recording equipment.
- 89. Yes \_\_\_ No \_\_\_ Wrote instructions and specifications concerning proper use of equipment, tools and machinery.
- 90. Yes \_\_\_ No \_\_\_ Read and worked with work orders, equipment records and related forms.
- 91. Yes \_\_\_ No \_\_\_ Prepared service orders and other forms specifying work that needed to be done.

### **Math**

- 92. Yes \_\_\_ No \_\_\_ Used arithmetic to add, subtract, multiply and divide.
- 93. Yes \_\_\_ No \_\_\_ Made arithmetic calculations involving fractions, decimals, percentages and proportions.
- 94. Yes \_\_\_ No \_\_\_ Performed algebraic and geometric procedures in standard practical applications.
- 95. Yes \_\_\_ No \_\_\_ Estimated the quantity of objects without direct measurements including size, weight, volume, length and thickness.

### **People**

- 96. Yes \_\_\_ No \_\_\_ Communicated with others by phone to relay or receive any type of information quickly and accurately.
- 97. Yes \_\_\_ No \_\_\_ Gave and/or received information of non-routine nature.
- 98. Yes \_\_\_ No \_\_\_ Made arrangements for delivery and installation of services or products so that time schedule is satisfactory to company and customers.
- 99. Yes \_\_\_ No \_\_\_ Dealt with others to reach agreement or solution.
- 100. Yes \_\_\_ No \_\_\_ Worked with individuals or groups in unpleasant or strained situations.
- 101. Yes \_\_\_ No \_\_\_ Worked in situations where attempts to deal with problems or achieve job objectives were disrupted or blocked.
- 102. Yes \_\_\_ No \_\_\_ Worked individually with no conversation to complete task.



## Time

103. Yes \_\_\_ No \_\_\_ Took training or worked away from home overnight on temporary assignment.
104. Yes \_\_\_ No \_\_\_ Regularly met urgent time pressures and deadlines such as rush jobs, etc.
105. Yes \_\_\_ No \_\_\_ Worked changing shifts.
106. Yes \_\_\_ No \_\_\_ Worked irregular hours.
107. Yes \_\_\_ No \_\_\_ Worked evenings, night shift, overtime or
108. Yes \_\_\_ No \_\_\_ Worked part-time while going to school such as newspaper route or fast food restaurants, weekends on a fairly routine basis.

## Supervision

109. Yes \_\_\_ No \_\_\_ Paid attention to machine or equipment to see that it was running properly.
110. Yes \_\_\_ No \_\_\_ Received and followed work assignments from others.
111. Yes \_\_\_ No \_\_\_ Gave careful attention to various details making sure nothing was left undone.
112. Yes \_\_\_ No \_\_\_ Worked where some leeway in procedures and methods used to get the job done was allowed.
113. Yes \_\_\_ No \_\_\_ Worked independently with minimum of supervision.
114. Yes \_\_\_ No \_\_\_ Did work where you need to find out what the problem really was or what directions needed to be pursued in dealing with it.
115. Yes \_\_\_ No \_\_\_ Worked where product or service was specified but you have complete freedom to work out your own ways of getting the job done such as selection of tools, sequence of operations and obtaining important information.
116. Yes \_\_\_ No \_\_\_ Performed many routine tasks over and over everyday.
117. Yes \_\_\_ No \_\_\_ Followed specific set of procedures or routines in order to do the work right.

### **Return to Work Agreement**

In the event an applicant/engineer tests positive for a drug/alcohol test, he/she will agree that they are not eligible for referral through the IUOE Local 926 Hiring Hall for the period of time as prescribed by the IUOE Local 926 & JATP Drug and Alcohol Policy, or until completion of a twelve (12) step rehabilitation program from a list of qualified community professionals supplied by IUOE Local 926. The applicant/engineer will furnish a negative drug test at his/her own expense and agree to periodic and random drug testing, by the Union Hall or by any signatory employer that he/she may be employed with, for a period of three (3) years from the time of being returned to work.

Treatment for alcoholism and/or other drug use disorders (rehabilitation) may or may not be covered by the engineers' benefit plan. However, the ultimate financial responsibility for recommended treatment belongs to the engineer.

A first offender that is referred to a job, before the penalty period is over, by way of voluntarily completion of a rehab program but then again tests positive will not have that opportunity again.

I agree to the terms and conditions set forth above to be eligible for referral through the IUOE Local 926 Hiring Hall.

Signed by: \_\_\_\_\_

Print Name: \_\_\_\_\_

Date Signed: \_\_\_\_\_