



## SPONSORING EMPLOYER PARTICIPATION AGREEMENT

### IDAHO RURAL WATER ASSOCIATION APPRENTICESHIP STANDARDS

<b>SPONSORING EMPLOYER</b>				
1. Name				
2. Address				
3. City		4. State		5. Zip Code
6. Name of CEO/President/Owner			7. Title	
8. Who Will The Contact Person Be			9. Title	10. Phone Number
11. Email Address		12. Employer ID# (EIN)		13. Total Employees
4. No. of Apprentices	5. Number of Journeyworkers: Number of Female Journeyworkers: Number of Minority Journeyworkers:			6. Minimum Age
<b>APPRENTICE WAGE SCHEDULE</b>				
	Period 1	Period 2	Period 3	Period 4
<b>Hours or Months</b>				
<b>Percent or Dollar Amount</b>				
<b>Journeyworker or Completion Hourly Wage Rate Apprentice Pay will be based on: \$</b>				

I have been furnished a copy of the Idaho Rural Water Association U.S. Department of Labor approved Registered Apprenticeship Standards, and have read and understand them and hereby request certification to train apprentices in the occupation classification identified under the provisions of these Standards, with all attendant rights and benefits thereof, until canceled voluntarily or revoked for good cause by the Idaho Rural Water Association or U.S. Department of Labor, Office of Apprenticeship.

The first year of program registration shall be on a provisional basis after which program approval may be made permanent, continued as provisional, or rescinded following a program performance review by the Office of Apprenticeship.

The recruitment, selection, employment, and training of apprentices during their apprenticeship shall be without discrimination because of race, color, religion, national origin, sex (including pregnancy and gender identity), sexual orientation, genetic information, or because they are an individual with a disability or a person 40 years of age or older. The IRWA and Sponsoring Employers will take affirmative action to provide equal opportunity in apprenticeship and will operate the apprenticeship program as required under 29 CFR § 30.



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Sponsoring Employers with 5 or more registered apprentices are required to adopt an affirmative action plan and selection procedures, which will become part of these standards of apprenticeship. For Sponsoring Employers with fewer than 5 apprentices, these plans are not required, and the Sponsoring Employer may continue to select apprentices in conformance with its current human resources and equal employment opportunity hiring policies.

The sponsoring employer will have full authority to enforce these standards. The sponsor will hear and resolve all complaints of violations concerning the apprenticeship agreement and the registered apprenticeship standards for which written notification is received within 15 days of the alleged violations. The sponsor will make such rulings as it deems necessary in each individual case within 30 days of receiving the written notification. Either party to the apprenticeship agreement may consult with the Office of Apprenticeship for an interpretation of any provision of these standards over which differences occur. The name and address of the appropriate authority to receive, process, and dispose of complaints is:

Name: \_\_\_\_\_
Title: \_\_\_\_\_
Phone#: \_\_\_\_\_

I hereby agree to carry out the intent and purpose of the Idaho Rural Water Association Registered Apprenticeship Standards and to abide by the rules and decisions of the Apprenticeship and Training Committee established under the Standards.

Signature \_\_\_\_\_ Title \_\_\_\_\_
Printed Name \_\_\_\_\_ Date \_\_\_\_\_

Approved by the Idaho Rural Water Association Apprenticeship and Training Advisory Committee:

Signature \_\_\_\_\_ Title \_\_\_\_\_
Printed Name \_\_\_\_\_ Date \_\_\_\_\_

Registered as incorporating the basic standards recommended by the U. S. Department of Labor, Office of Apprenticeship.

BY: \_\_\_\_\_
William J. Kober, Idaho State Director,
Office of Apprenticeship, U.S. Department of Labor



DATE OF APPROVAL: \_\_\_\_\_ REFERENCE/PROGRAM NO.: \_\_\_\_\_