

## **SETTLEMENT AGREEMENT**

1. Employees who passed the BCIT entrance exam in 2020 are deemed to have passed the exam in 2021 and to have met the core qualifications for acceptance into the apprenticeship program for 2021.
2. Employees who failed only the "General Trades Aptitude Module" in 2020 but successfully passed the other modules will only need to pass the "Trades" module for 2021 selection testing. In addition, those employees will be provided training and preparation materials ahead of the exam at the same time as the other candidates in 2021 who have not already been deemed to have passed the BCIT entrance exam. This will be considered as part of their first exam to satisfy paragraph 7 of the "Core Qualifications" in the attached Apprenticeship Program Outline.
3. Testing and assessment results will be provided by copy by BCIT to the office of Local GWU 333 ILWU.
4. Amanda Rogers will retain jurisdiction over any matters arising over disputes of this agreement during the life of the current collective agreement and any such disputes will be addressed expeditiously.

### **Apprenticeship Program Outline**

This document supersedes the Outline executed Sept. 24<sup>th</sup>, 2019.

#### **General**

1. Each company will apprentice 1 person in a trade, Millwright, Sheetmetal, Electrician in year 3 of the collective agreement. Each company will apprentice 2 other apprentices over the life of the agreement. It is expected that the successful applicants will become "RED SEAL" qualified Journeymen in the trade for which they attend school.
2. Every person in the maintenance department is expected to take, at the company's expense any in house training or outside training that may be required to safely perform any work needed to be completed.
3. All Mechanical Trades people will be given all the required safety training, at the company's expense in order to be able to assist the other trades in job completion.

#### **Acceptance to the Program**

#### **Core Qualifications**

All Candidates for participation in the apprenticeship program must meet the following requirements:

1. Applicants for entrance into the apprenticeship program will be required to successfully complete an entrance exam administered through BCIT. They must meet the minimum entrance requirements currently defined by the VTEA's testing program that is administered by BCIT. That standard is completing a 4 module testing program covering mathematics, English, Mechanical Reasoning and Trades, with minimum passing scores as determined by BCIT (24 out of 48 for Mathematics; 20 out of 40 for Trades; 34 out of 54 for English; and 47 out of 70 for Mechanical Reasoning) and achieving a 70% passing overall grade for entry into the trades apprenticeship program.
2. The Trades test will be forty questions generally equally balanced between Safety, Millwright, Sheetmetal and Electrical trades questions.
3. Applicants sent for BCIT testing will be provided training and preparation materials recommended by BCIT a minimum of 30 days in advance to prepare for the Trades module. These shall be commercially produced materials and will be kept to the minimum number of pages as recommended by BCIT, provided that this is a reasonable volume of material for candidates to study in the 30 day period, given work schedules. BCIT will identify which chapters of the materials provided will need to be reviewed by the candidate for the Trades module test. The information required to answer the Trades test questions shall be contained in these materials.
4. Must have a minimum Grade 12 or GED equivalent.
5. Must be able to provide a minimum of 10 years post apprenticeship trades service.
6. Companies will post a notice that any person wanting to apply for an apprenticeship must be willing to take the BCIT entrance test at the company's expense.
7. Any employee who is not successful on the entrance test will be given one full year to update their skills and retake the test. Having failed the entrance test the employee would not be able to post for an apprenticeship until they successfully pass the BCIT entrance test. Employees will not be able to fail the test more than once.

### **Successful Candidates**

1. The senior candidate meeting the core qualifications (including passing the BCIT exam) will receive an assessment for the physical requirements of the trade from one of three independent certified third-party occupational work assessment agencies selected by mutual agreement of the parties. Provided that they successfully complete that assessment, they will be assigned the Apprenticeship posting. If they do not successfully complete that assessment, the next most senior candidate meeting the core qualifications will take their place.

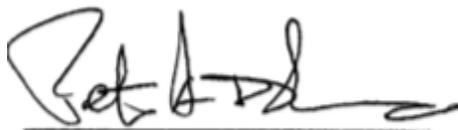
### **Execution**

1. The selected Apprentice will receive a BCIT administered hands-on aptitude assessment to determine appropriate focus for the initial ninety days of the

Apprenticeship to enhance tool use and safety. This assessment shall not be used to remove an apprentice from the apprenticeship program.

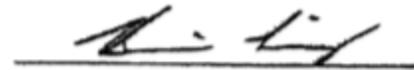
2. If within the first ninety days a successful candidate who discovers that the trade is not for them they may give up the apprenticeship posting and return to the production posting without penalty.
3. All postings for Charge Hands will have a clause of having 3 years experience working the trade after the apprenticeship time.
4. Apprentices will be assigned all jobs by a Charge Hand or Maintenance Supervisor. Apprentices will be expected to follow all job instructions unless they feel the nature of the job is unsafe.
5. All Apprentices will be treated equally until they receive their "RED SEAL".
6. All Apprentices will meet at least 4 times per year with their Charge Hand, Maintenance Supervisor and the Journeyman they most often work with to evaluate progress and to assess what skill set areas need to be enhanced before their next meeting.
7. Apprentices will be expected to pass Trades School training at BCIT at the company's expense. If an apprentice should fail a year of Trade School training, then they will be required to repeat that school training at their own expense and be reimbursed by the employer after successfully completing the Trade School training. If an apprentice fails to be successful a second time they will be removed from the apprenticeship program.

Dated July 15, 2021

  
Peter Idema, for the VTEA

  
Doug Lea-Smith, for the  
Union





  
David Yam (Jul 16, 2021 07:20 PDT)



  
Gerry Heinrichs (Jul 16, 2021 08:12 PDT)