

The Operating Engineers - Local 4 - Apprentice Training Program and its Sponsors...

The Apprentice Training Program sponsored by Operating Engineers Local 4 and its management counterparts in the construction industry offers the finest training of its type anywhere. The trustees of the program believe that the training of highly skilled journey persons is vital to the construction industry in New England. Their thinking is clear. The men and women in the trade will earn better wages and benefits, and construction companies will be more competitive and profitable if the skills and abilities of operating engineers are 'state of the art'.

The Training Center...

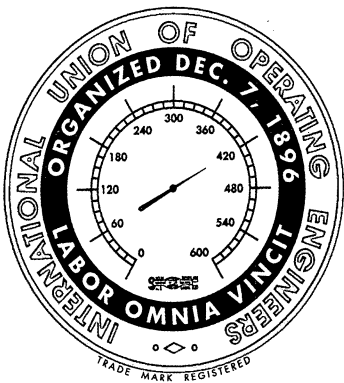
One Engineers' Way is the street address of our multi-million dollar facility in Canton, Massachusetts. Classrooms, a library, training grounds, a large inventory of heavy equipment and 'state of the art' shops ensure apprentices get what they need as they need it in order to meet the program's goal of training tomorrow's heavy equipment operators and mechanics.



Training for a Diverse Construction Industry Work Force

Local 4/Operating Engineers Training Center
One Engineers Way
Canton, MA 02021-3708
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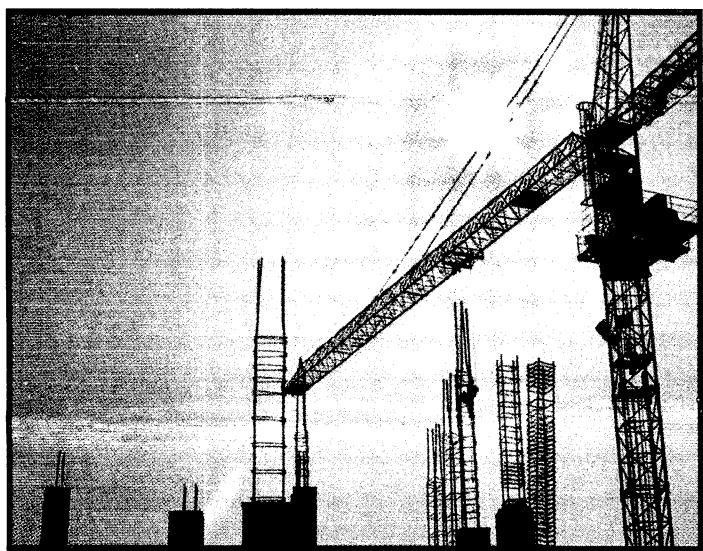
I.U.O.E. Local 4, AFL-CIO Invites You to Look Into the ...



**Operating Engineers
Apprentice Training Program**

Apprenticeship and "Earning while Learning"...

The Local 4 Apprentice Training Program is not only a training program. Apprentices are union members and wage earning employees who are placed with participating contractors. As a formal part of their training, apprentices receive on the job instruction in heavy equipment operation, repair, and maintenance. An apprentice 'learns by doing' for four years. A Certificate of Completion, along with Journey Person status (including a full wage and benefits package), await the apprentice at the conclusion of the program.



Qualifications...

The Local 4 Apprentice Training Program maintains basic entrance requirements. Applicants must...

- ...be 18 years of age
- ...have a High School Diploma or G.E.D.
(mechanical or technical subjects valuable)
- ...be physically capable of performing the work
- ...have a valid motor vehicle driver's license
- ...reside within the jurisdiction of Local 4
(in Massachusetts east of Sturbridge)
- ...be a U.S. Citizen or have filed first papers

Required Tests...

- ...Aptitude test administered by the Department of Employment and Training
- ...Upon acceptance an applicant will be required to undergo drug testing and a physical examination paid for by the Program.

Applicants are interviewed by the Program Trustees.

Applications are accepted only during the month of November of each year.

For further information call or write...

Local 4/Operating Engineers Training Center
One Engineers Way
Canton, MA 02021-3708
781-821-0306

Classroom Instruction...

The Local 4 Apprentice Training Program is an intensive four year work/study experience. Apprentices attend classes to study...

Gas and diesel engines
Power trains
Hydraulics
Electricity
Fuel systems
Electric motors and controls
Rigging and reeving
Mining and tunneling
Grades and plans
C.D.L. and hoisting license preparation
Hazardous waste removal
OSHA regulations
Crane Operator Certification

Field and On the Job Training...

Apprentice Operating Engineers receive hands-on-training in the operation and maintenance of modern heavy construction equipment. The equipment includes...

Cranes
Excavators
Pile drivers
Derricks
Loaders
Dozers
Slurry machines



The Engineers Training Center is an Equal Opportunity Training and Recruitment Program

Vice Mayor Galluccio then invited the union representatives present to make comments. He asked speakers to use specific numbers and to address what they see as realistic numbers for the City to set as a goal.

William Irwin, Director, Boston Carpenters Apprenticeship Program, stated that he is also President of the Building Trades Training Directors. He thanked Vice Mayor Galluccio for the opportunity to come here on a positive note. The business is very misunderstood. He stated that he also sits on the State Board of Education and the Welfare to Work Committee in Boston. He noted that in his remarks he is speaking specifically with regard to the Carpenters Apprenticeship Program. The program does interviews four times per year. In the March interviews, there were 21 applicants from Cambridge, 12 were accepted, nine did not show up for interviews. All who were interviewed were accepted. The next interviews are in July, then September.

Mr. Irwin stated that the Apprenticeship Preparedness Program was put together in 1990 to do outreach to those traditionally under represented in the trade. They are not young people necessarily; in the Carpenters Program, the average apprentice age is 28 ½.

Mr. Irwin stated that one of the areas where connections are seriously lacking is the Cambridge Rindge and Latin School. The vocational school excludes the trades. It has been his experience that it is very hard to get in to speak about the program. Mr. Irwin stated that the apprenticeship programs are all privately funded. Over 20 million dollars are spent throughout the state.

Mr. Irwin also noted that it is important to understand that when Local 40 (of which he is a member) takes on Cambridge residents, it does not mean that they will work in Cambridge; they could be working all over the area.

Mr. Irwin also said that with regard to affirmative action and the apprentice programs, two of the programs were awarded affirmative action awards. These awards went to the Boston Carpenters Joint Apprenticeship and Training Program and the Local 4 Operating Engineers Program.

Vice Mayor Galluccio asked how they got the Cambridge apprentices they have now and what they are looking for in an employee. Mr. Irwin said that the apprentices came from Employment Resources, Inc., the Apprenticeship Preparedness Program, referrals from Cambridge members and their own yearly notification. As far as what they are looking for, a good work ethic is most important. They have to come to work every day.

Joe Power, Business Representative for Local 40, stated that Local 40 is very aggressive about recruiting Cambridge residents, women and minorities. Part of the reason they have so many Cambridge people working outside the city is that they get good training, are successful and contractors want to keep them.

Mr. Power said that his requirements for apprentices are that they show up every day on time, willing to work. He personally calls every apprentice who does not show up or is late for work. He invited the Committee to visit their training site. He stated that the union statistics on minority participation are excellent.

Jim Coyle, Ironworkers Local Number 7, Business Agent, stated that he comes from a union family, so he knew what he was getting into. One problem he sees today is that the applicants do not know what they are getting into. The work is dangerous. He invited the Committee to come to their South Boston training facility. It is the only fracture-critical iron welding training in the area. He also noted the problem of no-shows at the interview stage and emphasized the importance of being at work five days a week on time. He said that they have the greatest percentage of college graduates ever applying for the apprenticeship program.

Vice Mayor Galluccio asked him to forward information about the numbers for the record.

Tom Lucey, Forest City Development, stated that Forest City is proud of its relationship with the trade unions. Forest City has had apprentice programs at University Park and wants to continue this. All labor is union labor at University Park. Forest City has been working closely with the Office of Workforce Development to maximize jobs for Cambridge residents.

Vice Mayor Galluccio introduced Jack McGinnes, Business Agent, Plumbers Local 12, and thanked them for the scholarship award. Mr. McGinnes stated that he was born and raised in Cambridge and benefited from the apprenticeship program. There used to be many Cambridge applicants. Today, there are very few Cambridge resident applicants. He would like to be invited to the Cambridge Rindge and Latin School and to see more connection with the Cambridge Rindge and Latin School. He said that the city of Quincy implemented a scholarship program last year in which each building trade takes one person each year. He noted that in the building trades now, everyone is drug tested. Apprentices are on probation for the first year.

Mr. Bill Irwin stated that back in January he sent a letter to Cambridge Rindge and Latin School offering two scholarships to top carpentry students, which covered initiation and dues for the union. There was no response.

Paul McLain, Painters Union, stated that he came in to the union as an apprentice painter. He has had this job for two years. He found more Cambridge residents working in the western part of the state at Job Corp than in Cambridge. What they are looking for is someone who wants to go to work, someone who is committed to taking advantage of the opportunity. They take 50 apprentices in the Boston area; right now 10 are Cambridge residents.

Steve MacKenzie, Business Agent for Local 17 Sheet Metal Workers, stated that he was an instructor for apprentices and he agrees with the statements that many who apply do not know what the work really is, how hard and dangerous it can be.

Brian Burns, Business Agent for Local 33, Roofers and Waterproofers, stated that he will forward statistics on Cambridge apprentices. They have open entry to their union training because of the weather factor in their work. He believes the percentages of Cambridge residents are somewhere between 25 to 50% of about 110 apprentices. They recruited through personal references and newspaper ads, occasionally they run job fairs. One took place in Charlestown recently. They also get referrals by and between other trades. Turnover is a problem. The Quincy Partnership Program that was mentioned earlier should be set up with the Cambridge Rindge and Latin School. He applauded Cambridge for the Responsible Contractor Ordinance. It is a model for the entire state. In response to a question from Vice Mayor Galluccio, he explained that the "scholarship" element means that fees, such as the \$750.00 initiation, are waived.

Bill Ryan, Business Agent, Operating Engineers Local 4, stated that he is also a member of the Joint Apprenticeship and Training Committee, and applauded Cambridge on the Responsible Contractor Ordinance. Mr. Ryan stated that not all of their work is concentrated on the Big Dig. He submitted a pamphlet about the Operating Engineers Apprenticeship Training Program. The training program reserves 25% of its slots for minority applicants and 25% for women. They typically do outreach in newspapers but the numbers have dwindled, so this pamphlet was sent to all legislators in their service areas. As a result, they received 420 applications last November, including many from Cambridge. Of these applicants, 117 applicants never returned their paperwork, 90 never completed it, 17 never showed up so the union ended up with 200 to draw from and has taken 45 up to this point. He noted that the union training program has put together two committees, a liaison committee to work on diffusing any potential race/gender issues, and a mentoring committee that links apprentices with experienced workers. He stated that he will submit a letter with the Cambridge numbers.

Vice Mayor Galluccio thanked the union representatives for taking the time to come here and present this information.

Dave McCabe, Plasterers and Cement Makers Union, stated that he would like to have a contact person in the City to send correspondence to. He sent a letter about the application openings in November and got no response. He stated that he does not have 200 members in his local. There are no kids in the program. This is a career path.

Councillor Born asked what opportunities there are for kids for summer jobs.

Mr. Irwin said the OSHA age limit is 18, plus the apprentice programs require classroom training. It cost the carpenters \$1,100.00 per year for training one worker. They want to spend this on people who are seeking a career, not a summer job.

Mr. Ryan, Operating Engineers Union, said that he has a Cambridge resident, a Northeastern student, with good math skills who will be working at Spectacle Island this summer, but this is unusual.

Mr. Irwin gave the example of the federal government recently shutting down a school-to-work program with Madison Park High School in Boston because the students were not licensed apprentices.

Vice Mayor Galluccio asked about job fairs in Cambridge. Mr. Irwin stated that he would be happy to set one up.

Mr. McCabe stated that in all schools, guidance counselors have a tendency to focus on the college-bound kids.

Vice Mayor Galluccio asked whether there is a way that the unions encourage members to encourage apprentices. Mr. Irwin said that this happens at every meeting. All apprentices take a 12 week labor history course.

Mr. Ryan described the benefits available to their union members.

Ellen Semonoff, Deputy Director of Human Services, stated that this meeting has been very helpful. The Office of Workforce Development can help provide access to the high school and will be very happy to work with the unions on this issue.

Sue Walsh, Managing Director, Office of Workforce Development, noted that Cambridge also has adult learners at the Community Learning Center who should be involved as well.

Mr. Jack McGinnes stated that most trades today require a minimum of a GED, with good math skills.

Councillor Born asked whether all present were actively recruiting. All answered in the affirmative except Mr. McCabe, Plasterers and Cement Makers Union, who stated that he just went through the recruitment process. He also noted that he only had one recent high school graduate who applied; the rest were older.

Mr. McGinnes explained that the apprenticeship program is open for the month of January, to start work in June.

Mr. Irwin stated that every trade is different. The Carpenters get 600-700 applicants each year and certainly will not take them all; they will take what the economy can support.

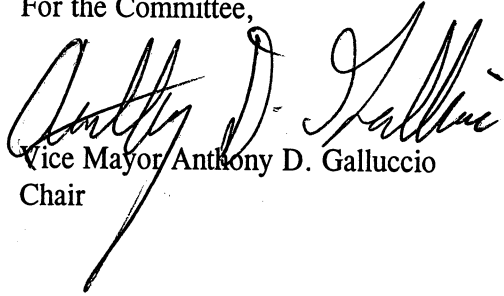
Dan MacDonald, Business Agent, Pipefitters Local 37, stated that he covers 90 cities and towns. Cambridge is one of the better towns in terms of fair labor laws, etc. He emphasized the benefits to the city of union labor. He noted the problem of so-called union contractors who use non-union subcontractors and gave the example of Suffolk Construction, now working down the street with Youngblood non-union pipefitters and plumbers from New Hampshire.

Councillor Born urged unions to call about these issues.

Vice Mayor Galluccio thanked all of those present for coming to the meeting.

The meeting was adjourned at 9:28 a.m.

For the Committee,

A handwritten signature in black ink, appearing to read "Anthony D. Galluccio". The signature is written in a cursive style with a large, stylized "A" and "G".

Vice Mayor Anthony D. Galluccio
Chair

Boston Carpenters Apprenticeship and Training Fund

385 MARKET STREET
BRIGHTON, MASSACHUSETTS 02135

Tel.: (617) 782-4314 • Fax: 787-9329

WILLIAM K. IRWIN, JR., DIRECTOR

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THOMAS E. JONES, *Co-Chairman*
THOMAS HARRINGTON, *Trustee*
JOSEPH POWER, *Trustee*

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Building Trades Employers Association of Boston
and Eastern Massachusetts
New England Regional Council of Carpenters

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GEORGE A. ALLEN, *Trustee*
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STEPHEN P. AFFANATO, *Trustee*

June 16, 1998

Ms. Susan Walsh
Managing Director
Citywide Youth Employment Office
51 Inman St., 2nd floor
Cambridge, MA 02139

Dear Ms. Walsh:

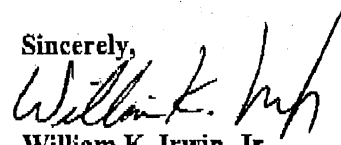
Thank you for the opportunity to speak on behalf of the Carpenters Apprenticeship Program concerning the City of Cambridge. Our program takes great pride in our outreach efforts for Cambridge. Below please find the information you requested:

	1997	1998
Total Applications	506	350
Cambridge Residents Applied	26	21
Cambridge Residents Accepted	16	12
Cambridge Residents Not Accepted	1	0
Cambridge Residents - No Show for Interview	9	9

Please note that we will be interviewing again on July 30, 1998. If you have any interested residents they must make application here on Monday, July 6, 1998 from 9 a.m. to 3 p.m. Anyone who has applied since our last interview will be eligible. It would be helpful if your office could work with us to insure that all applicants come for their interview.

I look forward to working closely with you and the City of Cambridge. Please contact me with any questions or comments.

Sincerely,


William K. Irwin, Jr.
Director

c. Joseph Power, L.U. 40



LOCAL 4
INTERNATIONAL UNION OF OPERATING ENGINEERS
AFL-CIO

120 Mount Hope Street
Roslindale, Massachusetts 02131
Area Code (617) 323-9300
FAXphone (617) 323-7821

William P. Ryan, Business Manager

June 16, 1998

Ms. Susan Walsh, Managing Director
The Office of Workforce Development
51 Inman Street, 2nd Floor
Cambridge, MA 02139

Dear Ms. Walsh:

Please extend to Vice-Mayor Galluccio my appreciation for the opportunity to appear before the Cambridge Economic Development Committee. I was impressed by the commitment the Committee expressed both for working men and women and the young people of the City.

Local 4 is a Union of 4,000 equipment operators, heavy duty mechanics and surveyors. Our members work and live in eastern Massachusetts, eastern New Hampshire and the state of Maine. Our members fund and support ongoing Apprenticeship and Training Programs.

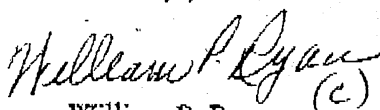
In each of the last two years we have solicited applicants for our Program from a wide range of sources including some ninety newspapers, civic, minority, veteran and women's groups. This past year we also developed a multi-colored flyer that was circulated along with a cover letter to all of the legislators in our jurisdictional area.

In November of 1996 the Program received 321 applications. This past November we had an additional 414 candidates pick-up applications. Eighty-nine of the recent group did not return their applications. Eighty-seven did not provide the supporting documentation and seventeen did not appear for their interview. The Trustees recently interviewed the top hundred applicants and referred forty-five out to various jobs. Several others declined when offered an available position.

The records at our Training Center indicate that seven of the applicants in the last two years were from Cambridge. Two of this group did not return their applications. One has been accepted into the Program and is currently at work. Two other applicants have been interviewed and graded, but have not yet come up to the top of the scoring rotation.

I have asked our Training Center to add your office to the list of organizations on our regular mailing list. We encourage you to let people in Cambridge know of the excellent career opportunity presented by the Operating Engineers Joint Apprenticeship & Training Program.

Sincerely yours,



William P. Ryan,
Business Manager,

cc: William D. Mooney, IUOE Training Center
Kevin N. Ryan, Business Representative

BRANCH OFFICES: P.O. Box 249, Clinton, Maine 04927, Telephone (207) 426-9910
V.R. Quaranta Post 397, 376 Turnpike Road, Shrewsbury, Massachusetts 01545, Telephone (508) 754-9412

Joint Apprentice and Training Committee

FOR THE
Electrical Contracting Industry of Greater Boston

Representing
ELECTRICAL CONTRACTORS'
ASSOCIATION OF
GREATER BOSTON

194 FREEPORT STREET, DORCHESTER, MA 02122
TELEPHONE (617) 436-0980
FAX (617) 436-1081

Representing
LOCAL 103 INTERNATIONAL
BROTHERHOOD OF
ELECTRICAL WORKERS
OF BOSTON

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DENNIS L. COOK
DAVID W. NOON

PHILIP W. MASON
Director of Training

PAUL J. WARD, *Chairman*
JOHN P. DUMAS
PETER J. CALLAGHAN

July 6, 1998

Ms. Susan Walsh, Managing Director
The Office of Workforce Development
City of Cambridge
51 Inman Street, 2nd Fl.
Cambridge, MA 02139

Dear Ms. Walsh,

Per your request in your letter dated June 11, 1998, we have the following information on apprenticeship applications:

1997

Electrical : five (5) Cambridge residents applied; one (1) accepted; total Electrical applicants 403; approximately 82 apprentices accepted.

Telecommunications: No Cambridge residents applied; total Telecommunications applicants 191; approximately 29 apprentices accepted.

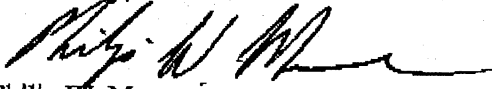
1998

Electrical : eleven (11) Cambridge residents applied; none (0) accepted; total Electrical applicants 401; approximately 65 apprentices accepted.

Telecommunications: eight (8) Cambridge residents applied; none (0) accepted.
Total Telecommunications applicants 189; approximately 40 apprentices accepted.

If there is need for further information, please do not hesitate to contact the Training Center office at (617) 436-0980.

Yours truly,


Philip W. Mason
Director of Training



City of Cambridge

The Economic Development Committee held a public meeting on June 3, 1998, beginning at 7:40 a.m. in the Sullivan Chamber for the purpose of discussing how to increase apprenticeship opportunities for Cambridge residents.

Present at the hearing were Vice Mayor Anthony D. Galluccio, Councillor Kathleen Leahy Born, and City Clerk D. Margaret Drury. Also present were Richard Rossi, Deputy City Manager, Ellen Semonoff, Deputy Director of Human Services, Jeanne Strain, Director of Economic Development, Community Development Department, Sue Walsh, Managing Director, Office of Workforce Development.

Vice Mayor Galluccio convened the hearing and explained the purpose. He provided some background information about the surprising economic disparity of Cambridge and emphasized the importance of union apprenticeship programs in Cambridge.

Vice Mayor Galluccio then introduced Sue Walsh, Managing Director of the Office of Workforce Development (OWD) to make a presentation. She described the relationship between the Office of Workforce Development and the unions. It is focused on two areas:

1. Apprenticeship Preparedness Program (APP). This program is funded by the Central Artery. The function of the Office of Workforce Development is to help get Cambridge residents to participate in the Apprenticeship Preparedness Program. It is a ten week orientation to various trades. It provides help with documentation, math remediation, interview preparation and other assistance. Participation does not guarantee a slot, but the graduates are very well prepared.
2. The other function is working with Wallace Sherwood, Compliance Monitor for the Cambridge Employment Plan. When unions send out notices that they are accepting apprentices, the Office of Workforce Development notifies all of its Cambridge organizations.

Vice Mayor Galluccio stated that he is interested in how the initial contact takes place, and how this can be improved upon.

Wallace Sherwood, Office of Workforce Development, Compliance Monitor, then explained the compliance program and its links with the apprentice program. He noted that the union members are extremely important to compliance efforts. The apprenticeship program is a big help in meeting the requirements of the ordinance.

Vice Mayor Galluccio asked if Mr. Sherwood keeps track of the apprentice numbers. Mr. Sherwood said no, they keep track of the number of minorities and women on the site.

Committee Report #1

5425

Communication received from
Vice Mayor Galluccio, Chair of
the Economic Development Committee
for a meeting held on June 3, 1998 for
the purpose of discussing how to
increase apprenticeship opportunities
for Cambridge residents.

In City Council July 27, 1998

Report Accepted
PLACED ON FILE