

EXHIBIT D-1

BOILERMAKERS NATIONAL APPRENTICESHIP PROGRAM (BNAP) SELECTION PROCEDURES FOR ADVANCEMENT OF APPLICANTS WITH WELDING QUALIFICATIONS:

Due to the shortage of qualified welders in the Boilermaker Construction Trade and the low number of apprentice applicants applying for the program, the Board of Trustees for the Boilermakers National Joint Apprenticeship Program approved the following Selection Procedures on November 12, 1997:

- Step 1 Area Coordinator notifies the appropriate agencies, etc. Area is to use the Announcement Notice. [Exhibit #1] (Is the Area Coordinator and Area/Coordinator, one and the same? Please clarify)
- Step 2 Applicants are notified by letter of the date(s) and location(s) to review BNAP film concerning the Boilermakers Apprenticeship Program and collect any information not submitted at the time the applicant made application such as proof of birth, high school diploma, GED, welding data. [Exhibit #2]
- Step 3 Area Coordinator completes random selection form. [Exhibit #3]
- Step 4 Each group of applicants based on qualifications or training is assigned a number. [Exhibit #4]
- Step 5 Applicants by group are processed by drawing the assigned numbers, one at a time from a container where the person(s) drawing the numbers are unable to view the individual numbers. The processing of the numbers must be witnessed by an independent third party not associated with or employed by the Boilermakers Union, Employers or the Apprenticeship Program. [Exhibit #4]
- Step 6 Once the applicant list has been established by the random selection procedure, the Area Coordinator will have the independent third party witness the list and mail a copy to the National Office.
- Step 7 The Area Coordinator is to notify each applicant as to his/her place on the list.
- Step 8 Applicants are to be indentured into the program starting with group one [1], number one [1].

Area Letter Head

ANNOUNCEMENT OF BOILERMAKER APPRENTICESHIP OPENINGS:

The Boilermaker trade includes the fabrication, installation, modification and repair of boilers, hydro dams, tanks, pressure vessels, furnaces and associated equipment such as stacks, platforms in fossil and nuclear power plants, petroleum refinement, chemical plants, paper mills, steel mills and food and beverages plants. The skills required of a construction boilermaker consists of reading blueprints, rigging of heavy loads, burning, welding, layout, fit up, fabrication metal parts, often working in confined spaces or high places in excess of 100 feet.

BASIC QUALIFICATIONS:

- 1] At least eighteen [18] years of age, if not eighteen [18] must have approval from Parent/Guardian.
- 2] Capable of performing the work covered by the Boilermaker Trade.
- 3] Complete a comprehensive six thousand [6,000] hours comprehensive training program.
- 4] Complete forty-eight [48] Related Studies course, and attend classroom instruction on personal time.
- 5] Drug/alcohol test within forty-eight [48] hours after signing the apprenticeship agreements and on an annual, random, reasonable suspicion and/per cause basis thereafter.
- 6] Graduated from high school or GED.
- 7] Legal right to live and work in the United States.
- 8] Abide by State and Area Apprenticeship Standards and Rules.
- 9] Travel long distances for employment and training.

APPLICATIONS - WHEN AND WHERE TO APPLY:

Applicants who meet the above requirements may apply for the apprenticeship program by filling out an application at: Location(s) _____ on _____, **(insert date)** and ending on _____ **(insert date)** between the hours of _____ **(insert time)** until _____ **(insert time)**, and _____ **(insert time)**, and _____ **(insert time)** Monday thru Friday.

NOTE: Applicants must provide copies of proof of Birth Certificate, Baptismal Certificate, DD-214 Military, voter's registration and High School Diploma or GED Certificate when making application. Duplicate copies of the original documents must be submitted as they will be kept by the Area Apprenticeship Committee.

WELDING QUALIFICATION: Applicants that have welding experience or training will have priority selection over those with no welding qualifications or training. Applicants must provide copies of proof of welding qualifications and/or training [Qualifications, Certifications, Welding Diploma, etc.] when making application. Duplicate copies of the original documents must be submitted as they will be kept by the Area Apprenticeship Committee.

Selection of apprentices under this program is made on the basis of qualifications alone, as set forth in the approved selection procedures of the Boilermakers National Joint Apprenticeship Board for the Boilermaker Trade. All applications are afforded equal opportunity without regard to race, religion, color, sex, national origin, age or disability.

Question regarding this program may be directed to: _____ (**insert name**), Area Coordinator at _____ (**insert phone number**).

Area Letter Head

Date

Applicant's Name

Dear (insert Applicant's Name):

This letter is in response to receipt of your application for entry in to the Field Construction Boilermakers Apprenticeship Program.

Your appointment to view the selection audiovisual program is scheduled for: _____ (insert time) on _____ (insert date) at _____ (insert location).

Please report at the time, date and location indicated above. You are to bring with you the following [Checked√] items, information that was not furnished the Area Apprenticeship Committee at the time you made application to the program:

- Proof of age
- High School Diploma
- Proof of Welding Qualifications
- Proof of Welding Training
- Approval from Parent/Guardian since you are not eighteen [18] years of age

The viewing of the selection audiovisual program, review of your application and completion of the random selection form will require: _____ (insert hours). You should plan your schedule so you can complete these requirements on the date scheduled above. You must bring proof of identification to be admitted in the selection area.

REMEMBER: Failure to report at the time and date and furnish the required items could remove your name from consideration. You must meet the following requirements:

- 1] At least eighteen [18] years of age. If not eighteen [18] must have approval from Parent/Guardian.
- 2] Capable of performing the work covered by the Boilermaker Trade.
- 3] Complete a six thousand [6,000] hours comprehensive training program.
- 4] Complete forty-eight [48] Related Studies course, and attend classroom instruction on personal time.
- 5] Drug/alcohol test within forty-eight [48] hours after signing the apprenticeship agreement and on an annual, random, reasonable suspicion and/per cause basis thereafter.
- 6] Graduated from high school or CEO.
- 7] Legal right to live and work in the United States.

- 8] Abide by State and Area Apprenticeship Standards and Rules.
- 9] Travel long distances for employment and training.

Thanks for your interest in the Field Construction Boilermakers Apprenticeship Program.

Sincerely,

Area Coordinator

**BOILERMAKERS NATIONAL APPRENTICESHIP PROGRAM
APPLICANT RANDOM SELECTION FORM**

THE FORM IS TO BE COMPLETED BY THE AREA COORDINATOR IN THE PRESENCE OF THE APPLICANT AND FILED WITH THE APPLICANTS APPLICATION AND PROOF OF QUALIFICATIONS AND/OR TRAINING. CHECK ON ONE QUALIFICATION. EXAMPLE: APPLICANT HAS PROOF OF TIG [ROOT] SMAW, 6G POSITION AND SMAW PLATE OVERHEAD [OPEN BUTT] CHECK ONLY THE TIG [ROOT] SMAW, 6G POSITION.

Local (**insert Local Number**)

Date

Name: _____ SSN: _____

WELDING QUALIFICATIONS

PIPE/TUBE POOL #1

- TIG [root]-SMAW, 6G Position [Inclined fixed (45° +- 5°) and not rotated during welding]
- SMAW open butt 6G Position [Inclined fixed (45° +- 5°) and not rotated during welding]
- SMAW with backing ring 6G Position [Inclined fixed (45° +- 5°) and not rotated during welding]
- TIG [root]-SMAW 5B Position [horizontal fixed (+-15°) and not rotated during welding]
- SMAW open butt 5B Position [horizontal fixed (+- 15°) and not rotated during welding]
- SMAW with backing ring 5B Position [horizontal fixed (+- 15°) and not rotated during welding]
- TIG [root]-SMAW, 2G Position [Vertical fixed (+- 15°) and not rotated during welding]
- SMAW open butt 2G Position [Inclined fixed (+-15°) and not rotated during welding]
- SMAW with backing ring 2G Position [Inclined fixed (+- 15°) and not rotated during welding]
- TIG [root]-SMAW, 1G Position [horizontal (+-15°) and rotated during welding]
- SMAW open butt 1G Position [horizontal fixed (+-15°) rotated during welding]
- SMAW with backing ring 1G Position [horizontal fixed (+-15°) and rotated during welding]

PLATE POOL #2

- SMAW Plate Overhead [open butt] 4G Position
- SMAW Plate Overhead [backing strip] 4G Position
- SMAW Plate Vertical [open butt] 3G Position
- SMAW Plate Vertical [backing strip] 3G Position
- SMAW Plate Horizontal [open butt] 2G Position
- SMAW Plate Horizontal [backing strip] 2G Position
- SMAW Plate Flat [open butt] 1G Position
- SMAW Plate Flat [backing strip] 1G Position
- MIG Plate Overhead [open butt] 4G Position
- MIG Plate [backing strip] 4G Position
- MIG Plate Vertical [open butt] 3G Position
- MIG Plate Vertical [backing strip] 3G Position
- MIG Plate Horizontal [open butt] 2G Position
- MIG Plate Horizontal [backing strip] 2G Position
- MIG Plate Flat [open butt] 1G Position
- MIG Plate Flat [backing strip] 1G Position

VO-TEC/WELDINC SCHOOLS POOL #3

Attended a registered welding school. Advancement is based on hours of training received at the school.

NO QUALIFICATIONS POOL #4

Applicant has no experience or training.

COORDINATORS SIGNATURE AND DATE

APPLICANTS SIGNATURE AND DATE

**BOILERMAKERS NATIONAL APPRENTICESHIP PROGRAM
 APPLICANT RANDOM NUMBER
 ROSTER BY GROUP AND RANKING AFTER DRAWING**

Local (**Insert Local Number**)

Date

EXAMPLE:

TIG [root] – SMAW, 6G Position [Inclined fixed (45°+-5°) and not rotated during welding.]

Name: _____	SSN. _____	Number 1	Group 1	Ranking No. 2
Name: _____	SSN. _____	Number 2	Group 1	Ranking No. 3
Name: _____	SSN. _____	Number 3	Group 1	Ranking No. 1

SMAW PLATE HORIZONTAL [BACKING STRIP] 2G POSITION

Name: _____	SSN. _____	Number 1	Group 2	Ranking No. 5
Name: _____	SSN. _____	Number 2	Group 2	Ranking No. 2
Name: _____	SSN. _____	Number 3	Group 2	Ranking No. 1
Name: _____	SSN. _____	Number 4	Group 2	Ranking No. 6
Name: _____	SSN. _____	Number 5	Group 2	Ranking No. 3
Name: _____	SSN. _____	Number 6	Group 2	Ranking No. 4

Attended a registered welding school. Advancement is based on hours of training received at the school.

Name: _____	SSN. _____	Number 1	Group 3	Ranking No. 3
Name: _____	SSN. _____	Number 2	Group 3	Ranking No. 4
Name: _____	SSN. _____	Number 3	Group 3	Ranking No. 2
Name: _____	SSN. _____	Number 4	Group 3	Ranking No. 1
Name: _____	SSN. _____	Number 5	Group 3	Ranking No. 5

Applicant has no Qualification or training.

Name: _____	SSN. _____	Number 1	Group 4	Ranking No. 9
Name: _____	SSN. _____	Number 2	Group 4	Ranking No. 7
Name: _____	SSN. _____	Number 3	Group 4	Ranking No. 5
Name: _____	SSN. _____	Number 4	Group 4	Ranking No. 2
Name: _____	SSN. _____	Number 5	Group 4	Ranking No. 6
Name: _____	SSN. _____	Number 6	Group 4	Ranking No. 10
Name: _____	SSN. _____	Number 7	Group 4	Ranking No. 3
Name: _____	SSN. _____	Number 8	Group 4	Ranking No. 1
Name: _____	SSN. _____	Number 9	Group 4	Ranking No. 8
Name: _____	SSN. _____	Number 10	Group 4	Ranking No. 4

 Coordinators Signature and Date

 Independent Third Party Signature and Date

 Title of Independent Third Party