

ARTICLE 27

APPRENTICESHIP PROGRAM

27.1 The campus shall contribute to the IUOE Apprenticeship Training Fund to provide a training program for both journey level employees who wish to improve their skills and apprentices entering the field. During the term of this Agreement, the contribution will be paid by the campus during January of each year. For all Local 39 employees on the payroll as of January 1 of each year, the contribution will be five hundred dollars (\$500.00).

Local 39 will provide onsite training for Fork Lifts and Aerial lifts for all unit members at no additional cost, no more than once annually

27.2 The IUOE and the Cal Maritime agree to participate in the Northern California and Northern Nevada Joint Apprenticeship Committee. The Apprenticeship Program at Cal Maritime shall be administered in accordance with the following provisions:

- a. The classification of positions and the selection process shall be governed and administered by Cal Maritime.
- b. Cal Maritime retains the rights to hire, evaluate and discipline any employee participating in an apprenticeship programs, taking under consideration the recommendations of the Joint Apprenticeship Committee.
- c. The apprenticeship program at the Cal Maritime shall operate under the Joint Committee concept. On the Joint Committee, there shall be an equal number of representatives selected by the Union and the Cal Maritime. IUOE representatives who have been selected as Joint Apprenticeship Committee members shall serve with no loss of compensation for attendance at Committee meetings.
- d. The Joint Apprenticeship Committee shall oversee the training program for the classes included in its program.
- e. The CSU and Cal Maritime reserve the right to cancel the apprenticeship program at Cal Maritime when such action is deemed to be in the best interests of the Cal Maritime or CSU. Except for reasons of layoff, discipline, or poor performance, apprentices in the program shall be allowed to complete the program. The CSU agrees to give IUOE thirty (30) days notice before canceling an apprenticeship program.