ARTICULATION AGREEMENT
Between

Construction Craft Laborers Apprenticeship Program
And
Massachusetts High Schools with Chapter 74-Approved Vocational Technical Education Programs

This articulation agreement is entered into by the Construction Craft Laborers Apprenticeship Program & Training Committees(JATC) and Massachusetts Vocational Technical High Schools with Chapter 74-Approved Vocational Technical Education Programs for the purpose of establishing a formal basis of articulation between these organizations that promotes a strong and skilled workforce through the seamless transition of vocational Construction Craft Laborer students into the registered apprenticeship program of the Construction Craft Laborer Apprenticeship and Training Committee Funds.

Article 1.0 AGREEMENT

Massachusetts Joint Apprentice and Training Committee agrees to:

1. a.) Accept any Massachusetts Vocational Technical High School with Chapter 74-Approved Vocational Technical Education program(s) Construction Craft Laborer graduates who meet the standards for admission and is accepted into Construction Craft Laborer Apprentice and Training Committees (JATC) program and provide them with the opportunity for accelerated advancement through the program.

   b.) Accepted graduates receive credit of 1,000 hours of on the job training hours. All accepted graduates will start at 70% of the Journeyworkers rate for the zone in which they will be working in.

2. Offer advice, assistance, and support to Chapter 74-approved vocational technical education program instructional personnel in order to improve planning, operation, and evaluation of the Construction Craft Laborer program. Such assistance will be based on adequate and timely information as to workforce and job development demands or labor market trends, technological developments, training alternatives and other factors affecting the quality of the program.

3. Offer guest speaker services that promote awareness of the career opportunities and benefits that the apprenticeship program offers as well as general information regarding the application, interview, and selection processes.
4. Conduct an annual orientation meeting(s) to familiarize staff with the terms and procedures of this Articulation Agreement.

5. Accepted graduates will be placed in one of the Construction Craft Laborers Apprenticeship programs. Local 22, 138, 609, 721 and 876.

6. The Business Agent of the respective Local Union shall make the first job assignment.

Article 2.0 REQUIREMENTS AND CREDIT

1. **a.) Vocational Technical High School graduates accepted into the program must meet the following minimum requirements:**

    1. Students must be committed to continuing in an apprenticeship career path upon graduation.
    2. Students must have fulfilled the state MCAS graduation requirement.
    3. Students must graduate from a Massachusetts Chapter74-approved vocational technical education program(s).
    4. The student's performance record on the Certificate of Occupational Proficiency Assessments will be made available to the Construction Craft Laborers Apprentice staff subject to the Massachusetts Student Record Regulations 603CMR 23.00 and the federal Family Education Rights and Privacy Act (FERPA) for review to demonstrate adequate skill development.

    b.) Additional Credit: Applicants meeting the following requirements will be provided the additional credit as stated in Article 1.1b. subject to the Massachusetts Student Record Regulations 603CMR 23.00 and the federal Family Education Rights and Privacy Act (FERPA).

    1. Graduates must have a demonstrated attendance rate of 90% of better during their senior year, expect in instances of documented extenuating circumstances as determined by staff at their school and Construction Craft Laborers Apprenticeship.
    2. Graduates must have demonstrated the ability to be on time for school at least 90% of the time during their senior year.
    3. Students must have the recommendation of their instructor that they possess the maturity and employability skills necessary for success in this career pathway.
    4. Students will show proficiency in technical math as related to the Construction Craft Laborer Apprenticeship.

Article 3.0 SELECTION PROCESS:

1. Graduates participating in this program will apply for admission into the Construction Craft Laborer Apprenticeship program through the same format as all other applicants (except as noted above).
2. All applicants will complete an application form, be interviewed, and pass a drug test as part of their admission.
3. Graduates must pass the Construction Craft Laborers Apprenticeship mass assessment exam as condition for acceptance.

This agreement shall expire five years from the date of signing and will be reviewed and continued upon agreement of all parties involved.

AGREED TO AND SIGNED THIS DATE BY:

Michael Filpi, Chairman, JATC — 8/2/2010 Date

Joseph Bonfiglio, Business Manager, Mass Laborers DC — 8/5/2010 Date

Michael Capaldi, Apprenticeship Coordinator — 8/5/2010 Date

James Merloni, Jr., Administrator, NELTTF — 8/5/2010 Date

David J. Ferreira, Executive Director
Massachusetts Association of Vocational Administrators — 8/11/10 Date

David R. Wallace, Commonwealth of Massachusetts,
EOLWD / Division of Apprenticeship Training — 8/11/10 Date

Michael Taylor, Director
Department of Workforce Development — 8-17-10 Date

Secretary Joanne Goldstein
Executive Office of Labor and Workforce Development — 8/11/10 Date

Jill Houser, U.S. Department of Labor Office of
Apprenticeship and Labor Services — 8-17-10 Date

Attachment A

Statewide Articulation Agreements

Articulated credit means credit that is provided to a student from a training facility that is transferable to another training facility through a written agreement. The Vocational School community has developed many articulation agreements over the years with individual apprenticeship programs but the agreements were limited to specific geographical areas. The new statewide agreements will ensure that every Chapter 74 student who is accepted into a Carpenter, Laborer or Sheetmetal union apprenticeship programs anywhere in Massachusetts will be provided credit no matter from which Vocational school they graduated.

Article 1.1a provides a minimum credit toward an apprenticeship to every graduating VOC student statewide provided he/she has been enrolled in a like program in school and is accepted into a program via the interview process. An additional five (5) points will be added to the total interview score representing an increased standing on the list of accepted applicants.

Article 1.1b provides for additional credit in the apprentice program provided that he/she meets the additional credit requirements in Article 2.1b. Credit may be different for each trade.

- Graduates must have a demonstrated attendance rate of 90% or better during their senior year, except in instances of documented extenuating circumstances as determined by staff at their school and Joint Apprentice and Training Committee.
- Graduates must have demonstrated the ability to be on time for school at least 90% of the time during their senior year.
- Students must have the recommendation of their vocational school teacher that they possess the maturity and employability skills necessary for success in this career pathway.
- Students will show proficiency in technical math as related to the trade.

Jointly issued articulation cards between MAVA and DAT provided to each graduating VOC student in the approved trades would provide the student with verification of the credit.

Ben Tilton
Boston Carpenters

Tom Iacobucci
Eastern Mass. Carpenters

Michael Capaldi
New England Laborers

John Healy
Sheetmetal Workers #17