

# Local 292 Joint Apprenticeship & Training Committee

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November 28, 2006

TO: Local 292 Apprentices

FROM: Sheet Metal Workers Local 292  
Joint Apprenticeship and Training Committee  
64 Park St.  
Troy, MI 48083

RE: **IMPORTANT NOTICE - New Apprentice Referral Procedure**

Dear Apprentice,

The Apprentice Referral Procedure was changed yesterday, November 27, 2006, by the Local 292 Joint Apprenticeship and Training Committee. **It is effective immediately.**

The new Procedure is the same as the Local 292 Journeyman non-mandatory referral system **except** that the language in the Standard Form of Union Agreement, Article XI, Section 4, must first be adhered to, which means that the employer must first re-hire any Apprentice who has recall rights with that employer because he/she was laid off for "lack of work".

An Apprentice may solicit a job, but no employer may hire an Apprentice directly. The employer must notify the Union Hall that it wants to hire the named Apprentice without regard to the Apprentice's position on the Out-of-Work list. To be eligible to do this, the employer must be in compliance with Article XI, Section 4, of the Standard Form of Union Agreement. Local Union 292 is responsible for maintaining the Apprentice "Out-of-Work" referral list.

If an employer wants to hire one or more un-named Apprentice(s), the Apprentice who is listed as first on the Out-of-Work list would be the first assigned. It is the intent of the Committee that the un-named Apprentice(s) will be assigned in the same order that they were laid off, so that the Apprentice who has been laid off the longest for "Lack of Work" and is available for work is the next Apprentice assigned.

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