

## EMPLOYER ACCEPTANCE AGREEMENT – Appendix E

### Registered Apprenticeship Standards Developed in Cooperation with the Pennsylvania Apprenticeship and Training Council and the Pennsylvania Apprenticeship and Training Office

The undersigned employer hereby subscribes to the provisions of the “Pennsylvania Early Childhood Education Apprenticeship Pathway” Registered Apprenticeship Standards formulated and registered by the District 1199C Training & Upgrading Fund and agrees to carry out the intent and purpose of said standards and to abide by the rules and decisions of the program sponsor established under these standards. The employer has been provided a copy of the standards and have read and understood them, and request certification to train apprentices under the provisions of these standards.

On-the-job, the apprentice is hereby guaranteed assignment to a skilled and competent journey worker and is guaranteed that the work assigned to the apprentice will be rotated to ensure training in all phases of work. If five (5) or more apprentices are registered at one time, the employer will comply with PA Regulations 81.21 through 81.54 and develop an affirmative action plan to include selection procedures.

Employer shall meet all requirements of PA Regulations 81.11 through 81.21 and indemnify and hold harmless sponsor for failure to meet said standards. This employer acceptance agreement will remain in effect until canceled voluntarily or revoked by the sponsor or the Pennsylvania Apprenticeship and Training Council (PATC).

*This Agreement pertains to “non-joint” employers only – i.e. employers whose workers in the relevant occupational category(ies) are **not** represented by a labor union/collective bargaining unit. “Joint” employers must reach a negotiated agreement with their collective bargaining partner, and should contact the District 1199C Training & Upgrading Fund for more information.*

#### 1. EMPLOYER INFORMATION

Name of Employer: \_\_\_\_\_ Total Number of Employees: \_\_\_\_\_

Breakdown - White Male: \_\_\_\_\_ Minority Male: \_\_\_\_\_ White Female: \_\_\_\_\_ Minority Female: \_\_\_\_\_

Address: \_\_\_\_\_

#### 2. EMPLOYER CONTACT INFORMATION

Employer Contact Name:	
Employer Contact Email:	
Employer Contact Phone:	

#### 3. OCCUPATION INFORMATION

Occupation: ECE Level I, “Child Development Specialist” Total Journey workers Employed: \_\_\_\_\_

Breakdown - White Male: \_\_\_\_\_ Minority Male: \_\_\_\_\_ White Female: \_\_\_\_\_ Minority Female: \_\_\_\_\_

Occupation: ECE Level II, “Associate’s Degree” Total Journey workers Employed: \_\_\_\_\_

Breakdown - White Male: \_\_\_\_\_ Minority Male: \_\_\_\_\_ White Female: \_\_\_\_\_ Minority Female: \_\_\_\_\_

Occupation: ECE Level III, “Bachelor’s Degree” Total Journey workers Employed: \_\_\_\_\_

Breakdown - White Male: [REDACTED] Minority Male: [REDACTED] White Female: [REDACTED] Minority Female: [REDACTED]

#### 4. PROGRESSIVE WAGE SCHEDULE

The progressive wage schedule will be an increasing percentage of the entry journey worker wage rate as established by the employer. The entry journey worker wage shall be established in the chart below.

The average journey worker entry wage for this occupation is \$ [REDACTED] per hour.

In no case will the starting wages of apprentices be less than that required by a minimum wage law that may be applicable. The percentages that will be applied to the applicable rate are shown below.

<b>*(EXAMPLE)- APPRENTICESHIP PROGRESSIVE WAGE SCHEDULE- (EXAMPLE)*</b>			
<b>PERIOD / TERM</b>	<b>% OF ENTRY JOURNEYWORKER WAGE</b>	<b>HOURS / COMPETENCY</b>	<b>MINIMUM HOURLY WAGE</b>
1 <sup>st</sup>	50%*	0 hours (Start)	\$10.00* - (Start)
2 <sup>nd</sup>	75%	500 hours	\$15.00*
3 <sup>rd</sup> (Last increase as an apprentice)	95%*	1,500 hours	\$19.00* - (End)
<b>ENTRY JOURNEYWORKER WAGE</b>	<b>100%</b>	Program complete	\$20.00* - (ENTRY)

<b>ECE LEVEL I (Child Development Specialist) APPRENTICESHIP PROGRESSIVE WAGE SCHEDULE</b>			
<b>PERIOD / TERM</b>	<b>% OF ENTRY JOURNEYWORKER WAGE</b>	<b>HOURS / COMPETENCY</b>	<b>MINIMUM HOURLY WAGE</b>
1 <sup>st</sup>	[REDACTED] %	[REDACTED] hours (Start)	\$ [REDACTED] - (Start)
2 <sup>nd</sup>	[REDACTED] %	[REDACTED] hours	\$ [REDACTED]
3 <sup>rd</sup>	[REDACTED] %	[REDACTED] hours	\$ [REDACTED]
4 <sup>th</sup> (Last increase as an apprentice)	[REDACTED] %	[REDACTED] hours	\$ [REDACTED] - (End)
<b>ENTRY JOURNEYWORKER WAGE</b>	<b>100%</b>	Program complete	\$ [REDACTED] - (ENTRY)

<b>ECE LEVEL II (Associate's Degree) APPRENTICESHIP PROGRESSIVE WAGE SCHEDULE</b>			
<b>PERIOD / TERM</b>	<b>% OF ENTRY JOURNEYWORKER WAGE</b>	<b>HOURS / COMPETENCY</b>	<b>MINIMUM HOURLY WAGE</b>
1 <sup>st</sup>	[REDACTED] %	[REDACTED] hours (Start)	\$ [REDACTED] - (Start)
2 <sup>nd</sup>	[REDACTED] %	[REDACTED] hours	\$ [REDACTED]
3 <sup>rd</sup>	[REDACTED] %	[REDACTED] hours	\$ [REDACTED]
4 <sup>th</sup> (Last increase as an apprentice)	[REDACTED] %	[REDACTED] hours	\$ [REDACTED] - (End)
<b>ENTRY JOURNEYWORKER WAGE</b>	<b>100%</b>	Program complete	\$ [REDACTED] - (ENTRY)

<b>ECE LEVEL III (Bachelor's Degree) APPRENTICESHIP PROGRESSIVE WAGE SCHEDULE</b>			
<b>PERIOD / TERM</b>	<b>% OF ENTRY JOURNEYWORKER WAGE</b>	<b>HOURS / COMPETENCY</b>	<b>MINIMUM HOURLY WAGE</b>
1 <sup>st</sup>	[REDACTED] %	[REDACTED] hours (Start)	\$ [REDACTED] - (Start)
2 <sup>nd</sup>	[REDACTED] %	[REDACTED] hours	\$ [REDACTED]
3 <sup>rd</sup>	[REDACTED] %	[REDACTED] hours	\$ [REDACTED]
4 <sup>th</sup>	[REDACTED] %	[REDACTED] hours	\$ [REDACTED]
5 <sup>th</sup>	[REDACTED] %	[REDACTED] hours	\$ [REDACTED]
6 <sup>th</sup>	[REDACTED] %	[REDACTED] hours	\$ [REDACTED]
7 <sup>th</sup>	[REDACTED] %	[REDACTED] hours	\$ [REDACTED]
8 <sup>th</sup> (Last increase as an apprentice)	[REDACTED] %	[REDACTED] hours	\$ [REDACTED] - (End)

<b>ENTRY JOURNEYWORKER WAGE</b>	<b>100%</b>	Program complete	\$ - (ENTRY)
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### 5. EQUAL EMPLOYMENT/AFFIRMATIVE ACTION PLAN WITH SELECTION PROCEDURES

Equal employment opportunity is required of every registered apprenticeship program. Such requirements apply to the recruitment, selection, employment and training of apprentices throughout their apprenticeship. **Employers with five or more active apprentices must have a written Affirmative Action Plan and Selection Procedures that have been approved by the Pennsylvania Apprenticeship and Training Council.**

### 7. RATIO

The apprentice to journeyworker ratio is:

- 1 apprentice to 1- 4 journeyworkers
- 2 apprentices to 5-9 journeyworkers
- 3 apprentices to 10-14 journeyworkers

For each additional unit of five journeypersons regularly employed, one additional apprentice may be employed.

### 9. ACCEPTANCE OF REGISTERED APPRENTICESHIP STANDARDS

A copy of the Registered Apprenticeship Standards has been received, read and understood. Employer agrees to carry out the intent and purpose of said standards and to abide by the rules and decisions of the program sponsor established under these standards. Apprentices will be trained under the provisions of the adopted apprenticeship standards.

### EMPLOYER MANAGEMENT APPROVAL

Printed Name	Title
Signature	Date

### PENNSYLVANIA APPROVAL

Registered with the Pennsylvania Apprenticeship and Training Council on (date): \_\_\_\_\_.

\_\_\_\_\_  
Chairman Secretary