



New York State

Registered Apprenticeship Training Program

AUG 27 2021

Sponsor Information Sheet and Instructions

Central Office

Form AT 9 is used to collect data regarding sponsors and signatories for the New York State (NYS) Registered Apprenticeship Training Program. Please read the instructions on pages 3 and 4 before completing this form.

Section I

- A. Sponsor name: Fermer Precision, Inc.
B. Trade(s): Machinist (CNC), Sheet Metal Worker
C. Type of Apprenticeship Training Program (check one):
1. Individual Non-Joint
2. Individual Joint
3. Group Non-Joint*
4. Group Joint (JAC/JATC)*
*For sponsors of group programs only (3 and 4) - See instructions for signatory list submission information.
D. Name of entity completing this form: Fermer Precision, Inc.
E. Entity completing this form (check one):
Individual Employer/Sponsor
Union
JAC/JATC
Association
Employer/Signatory company serving on the JAC/JATC, Board of Directors, or other governing body
F. Mailing address: Street: 114 Johnson Road
City/Town: Ilion State: NY Zip Code: 13357
G. Email: H. Phone: (315) 822-6371 I. Fax: (315) 822-6300
J. Federal Employer Identification Number (FEIN):
K. NYS Unemployment Insurance Employer Registration (ER) Number:
L. Is this entity required to report any employee wages under this FEIN to the NYS Department of Tax and Finance?
M. Type of Entity (check one and provide attachments as noted in the instructions):
Corporation
Partnership
Sole-Proprietor
LLC
LLP
Other
N. How many years has your organization been in business? 74
O. Within the past five (5) years, have you done business under a different name?
P. If this is part of a new program application or if your entity is new to an existing program, within the past five (5) years, has your organization, any substantially owned-affiliated entity, any predecessor company or entity, any owner of 10% or more of the entity's shares, any director, any officer, any partner, or any proprietor been a sponsor of, or signatory to, a NYS Registered Apprenticeship Program?

Section II

Complete all questions, (1 - 10), in this section and provide attachments as noted in the instructions.

Within the past five (5) years, has your organization, any substantially owned-affiliated entity, any predecessor company or entity, any owner of 10% or more of the entity's shares, any director, any officer, any partner, or any proprietor been the subject of:

- 1. Any conviction for a crime under state or federal law?
2. Any indictment or pending indictment for conduct constituting a crime under state or federal law?
3. Any grant of immunity for conduct constituting a crime under state or federal law?

** For the definitions of a 'substantially owned-affiliated entity' see the end of Section I in the instructions.

4. Any suspension, bid rejection, or disapproval by any governmental entity of any proposed contract or subcontract for lack of responsibility, or denial or revocation of pre-qualification for any bid in any state or municipality, or a voluntary exclusion agreement?..... Yes No
5. Any federal, state, or municipal debarments, including Workers' Compensation or Public Work?..... Yes No
6. Any pending or open investigation of a possible violation, or determination of a violation of any federal law or regulation including, but not limited to, investigations by the National Labor Relations Board (NLRB) or the United States Department of Labor (USDOL) Wage and Hour Division?..... Yes No
7. a. Any pending or open Occupational Safety and Health Administration (OSHA) investigation?..... Yes No
b. Any OSHA citation that resulted in a final determination classified as serious, willful, or repeat?..... Yes No
8. a. Any pending or open investigation of a possible violation, or determination of a violation of New York State law or regulation, any other state law or regulation, or any municipal law or regulation including, but not limited to, investigations by the Bureau of Public Work, the Division of Safety and Health, or the Division of Labor Standards?..... Yes No
b. If 'Yes', was the violation determined to be willful?..... Yes No
9. Any investigations, claims, or lawsuits before the US Equal Employment Opportunity Commission (EEOC), USDOL Office of Federal Contract Compliance Program (OFCCP), NYS Division of Human Rights, federal or state courts, or local Civil Rights Commissions?..... Yes No
10. Any stipulations, settlement, consent order, or like agreement involving any state, municipal, or federal enforcement action (judicial or regulatory) **other than those covered above**?..... Yes No

After completing Sections I and II, you must sign Section III, and have it notarized.

Section III

Certification – I, the undersigned, recognize that I submit this questionnaire to permit the New York State Department of Labor to review the background of the applicant, sponsor, union, or signatory employers and association(s) serving as a member of the JAC/JATC or other governing body at the time of new program application, during program probation, at recertification, or as otherwise deemed appropriate by the Department.

I certify:

- That the Department may use its sole discretion to choose the means to determine the truth and accuracy of all statements made herein.
- That intentional submission of false or misleading information may constitute a Class A misdemeanor under Penal Law (PL § 210.35), and may be punishable by a fine of up to \$1,000 (PL § 80.05(1)) and/or imprisonment of up to one year (PL § 70.15(1)).
- That the information submitted in this questionnaire and any attachments is true, accurate, and complete.

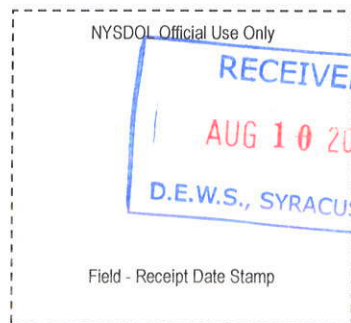
The undersigned recognizes that any adverse information uncovered regarding any applicant, sponsor, signatory, or union participating in a Joint Apprenticeship Committee, or other sponsoring association, may adversely affect the sponsor's application request or program. Signing this document constitutes permission to release this information (including UI information) concerning the entity completing this form to the program sponsor.

Susan Grabinski 05 August 2021
Signature of CEO, Chair, or representative granted legal authority to bind the Entity Date

Print name and title: Susan Grabinski, Exec. Vice Pres/CFO

Sworn to me this: _____ day of _____

Mark I. Cushman
Signature of Notary Public or Commissioner of Deeds



**NYS Department of Labor
Apprentice Training**

AUG 27 2021

Central Office

MARK I. CUSHMAN
Notary Public #01CU6418134
State of New York
Qualified in Herkimer County
My Commission Expires 6-1-25

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Apprentice Training Program Registration Agreement

Revision

Nature of Change: New Program Application

State Use Only	
AT Sponsor No.	
ATP Code	32-130A
Effective Date of AT Program	

1. Name of Sponsor: Fermer Precision Inc.

2. Mailing Address: 161 Clear Road Oriskany NY 13424 Oneida
(number & street) (city) (state) (zip code) (county)

3. Actual Address: 114 Johnson Road Ilion NY 13357 Herkimer
(number & street) (city) (state) (zip code) (county)

4. Telephone No.: 315-736-2206 Ext. 2162 Fax No.: _____

5. E-mail Address: _____

6. Trade/Occupation: Machinist (CNC)

7. No. Employees: 59 No. Apprentices: 2 No. Journeyworkers: 2 8. Ratio: 1:1, 1:1

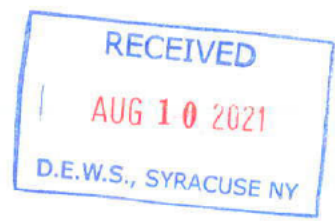
9. DOT Code: 600.280-002 10. Length of Program: 48 months

11. Apprentice Probationary Period: 12 12. Work process: Standard or Revised

13. Minimum Journeyworker Rate: \$ 18.00 per hour 14. Effective Date of Wages: _____

15. Apprentice wage progression for each period – in months (M) or hours (H)

1	2	3	4	5	6	7	8	9	10
M <input checked="" type="checkbox"/>	M <input checked="" type="checkbox"/>	M <input checked="" type="checkbox"/>	M <input checked="" type="checkbox"/>	M <input checked="" type="checkbox"/>	M <input checked="" type="checkbox"/>	M <input checked="" type="checkbox"/>	M <input checked="" type="checkbox"/>	M <input type="checkbox"/>	M <input type="checkbox"/>
H <input type="checkbox"/>	H <input type="checkbox"/>	H <input type="checkbox"/>	H <input type="checkbox"/>	H <input type="checkbox"/>	H <input type="checkbox"/>	H <input type="checkbox"/>	H <input type="checkbox"/>	H <input type="checkbox"/>	H <input type="checkbox"/>
6	6	6	6	6	6	6	6		
14.50	15.00	15.50	16.00	16.25	16.75	17.00	17.25		



16. The sponsor agrees to comply with the provisions on this side and on the reverse of this agreement.

17. [Signature] 08/03/2021 18. _____ _____
 Signature of Official Sponsor Representative Date Signature of Union Representative Date
Mark Cushman, VP of Organizational Development XX
 Print Name and Title Print Name, Title, and Union Name

19. _____ _____
 Signature New York State Department of Labor NYS Department of Labor Date
 Apprentice Training

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Central Office

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Apprenticeship Training Program

Sponsor Code _____

Trade Code 32-130A

Related Instruction Availability

Trade: Machinist (CNC)

Sponsor Name: Fermer Precision, Inc.

Sponsor Representative: Mark Cushman

Sponsor Address:

No. & Street: 114 Johnson Road City: Ilion

County: Herkimer State: NY Zip Code: 13357

Sponsor Telephone No.: 315-736-2206 ext. 2162

Proposed Number of Apprentices: 2

AT Office

Name: DEWS Syracuse

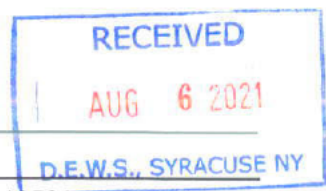
No. & Street: 450 South Salina Street, Room 203

City: Syracuse State: NY Zip Code: 13202

Apprentice Training Representative: [REDACTED] Date Prepared: 8/2/21

Related instruction is **not** available.

Related instruction **is** available at:



School

Name: Mohawk Valley Community College

No. & Street: 1101 Sherman Road

City: Utica State: NY Zip Code: 13501

School Representative Contact Information:

Name: Matthew Maloy

Telephone No.: 315-792-5381 Email: [REDACTED]

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School

Name: Fiber Instrument Sales

No. & Street: 161 Clear Road

City: Oriskany State: NY Zip Code: 13424

Central Office

School Representative Contact Information:

Name: Mark Cushman

Telephone No.: 315-736-2206 ext. 2162 Email: [REDACTED]

DLEA

Name: [REDACTED]

No. & Street: 4937 Spring Road

City: Verona State: NY Zip Code: 13478

Signature of DLEA: [REDACTED] Date Prepared: 8/4/2021



Apprentice Training Recruitment Notification and Minimum Qualifications

Sponsor: Fermer Precision Inc.

Located at: (Address) 114 Johnson Road Ilion, NY 13357

Is presently accepting applications for Apprenticeship Training Positions: List estimated number of openings: 2

In the occupation of: (List Trade) Machinist (CNC)

If you are interested in taking advantage of this training opportunity and meet the following qualifications, you are eligible to apply.

Minimum Qualifications

Minimum Age: 18 Minimum Education: High School Diploma/GED or equivalent

Physical Condition: Be physically able to perform the work required as determined by:

(Note: Costs for medical examination, if required, are at the expense of the sponsor. Additionally, any testing fees and permitted application fees charged to an applicant may not result in a profit for the sponsor.)

Other: Must be able to stand for long periods of time per verbal attestation.
Must be able to bend, twist and lift up to 35 pounds per verbal attestation.

Other:

Other:

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Central Office

Application forms may be obtained: From: 08/04/2021 To: 08/13/2021

Name: Mark I. Cushman, VP Org. Dev

Address: 161 Clear Road, Oriskany NY 13424

Days: Monday-Friday Times: 8:00am - 12:00pm (noon)

Phone: (315) 736-2206 Email: [REDACTED]

Special Instructions:

All Applications Must be (please check) Received Postmarked No Later Than: 08/13/2021

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Department
of Labor

Sponsor Code _____
Trade Code(s) 32-130A _____

Selection Standards and Evaluations

Name of Candidate	Trade Machinist (CNC)		
Address	City	State	Zip

Only those checked apply.		Maximum Points Allowable	Number of Years Credited	Score	
Educational Achievement <input checked="" type="checkbox"/> 3 Points for Each Year of Education Past Grade <u>12</u> or Equivalent as Recognized by Local Educational Authorities <input checked="" type="checkbox"/> 5 Points for Each Year of Related Technical Education Past Grade <u>12</u> or Equivalent as Recognized by Local Educational Authorities <input checked="" type="checkbox"/> 4 Points for Each Trade Related Adult or Continuing Education Course Completed <input type="checkbox"/> Other _____	Total	26		Total	Total
	12				
	10				
	4				
Work Experience <input checked="" type="checkbox"/> 5 Points for Each Year of Trade Related Work Experience <input checked="" type="checkbox"/> 4 Points for Each Year of Active Military Experience <input checked="" type="checkbox"/> 3 Points for Each Year of General Work Experience <input type="checkbox"/> Other _____	Total	24		Total	Total
	10				
	8				
	6				
Seniority <input checked="" type="checkbox"/> 2 Points for Each Year of Employment With The Sponsoring Firm <input type="checkbox"/> Other _____	Total	10		Total	Total
		10			
Job Aptitude <input type="checkbox"/> SATB (Specific Aptitude Test Battery) # _____ Points for High _____ Medium _____ Low _____ <input type="checkbox"/> Name of Alternative Aptitude Test _____ Administered by _____ <input type="checkbox"/> Other _____	Total			Total	Total
Oral Interview: Not to Exceed 40% of Total Score <input checked="" type="checkbox"/> 2 Ability to Communicate <input checked="" type="checkbox"/> 2 Willingness to Accept Obligation of Apprenticeship <input checked="" type="checkbox"/> 1 Ability to Reason and Comprehend <input checked="" type="checkbox"/> 1 Interest and Motivation <input type="checkbox"/> Other _____ <input type="checkbox"/> Other _____	Total	40		Total	Total
		10			
		20			
		5			
		5			

Total Allowable Points



	Total Score →	
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Rank _____

Evaluated by _____ Name _____ Date _____

Sponsor Name Fermer Precision, Inc.

Sponsor Address 114 Johnson Road Ilion, NY 13357

NYS Department of Labor
Apprentice Training

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Non-Discrimination Plan (Short Form)

Central Office

- A. **Equal Opportunity Pledge:** Our company recognizes that all persons shall have equal opportunity in employment and apprenticeship training, and agrees to adhere to the following:

The recruitment, selection, employment, and training of apprentices during the apprenticeship shall be without discrimination because of race, creed, color, religion, national origin, age, sex, disability, veteran status, marital status, or arrest record. The sponsor will take affirmative action to provide equal opportunity in apprenticeship and will operate the apprenticeship program as required under Title 29 of the Code of Federal Regulations, Part 30; Title 12 of the Official Compilation of Codes, Rules and Regulations of the State of New York, Part 600; and the Americans with Disabilities Act of 1990.

- B. **Sexual Harassment Prevention Policy:** Our policy is that sexual harassment is **prohibited**. This policy applies to internal activity towards employees, interaction between employees and actions and treatment directed towards employees, from any person or persons at the worksite whether or not they are employees of this organization.

Equal Employment Opportunity Commission (EEOC) guidelines provide that verbal or physical conduct of a sexual nature may constitute sexual harassment when:

- Submission to such contact is made either explicitly or implicitly a term or condition of an individual's employment;
- Submission to, or rejection of such conduct by an individual is used as the basis for employment decisions affecting such individual; and/or
- Such conduct has the purpose or effect of unreasonably interfering with an individual's work performance or creating an intimidating, hostile, or offensive working environment.

When an employee has a complaint of sexual harassment, the complaint should be brought promptly to the attention of his/her immediate supervisor, or to the next level of supervision. These persons have the authority and responsibility to resolve the complaint. If the complaint is not satisfactorily resolved, the employee has the right to contact the NYS Division of Human Rights and the Federal Equal Employment Opportunity Commission. The complaint will be investigated; if substantiated, prompt action will be taken to stop the harassment immediately and prevent recurrence.

If an employee is an **apprentice**, the program's apprenticeship administrator and the NYS Apprenticeship Director **must be** notified of the complaint.

- C. **Minimum Qualifications and Selection Standards:** It is agreed that the minimum qualifications and selection standards utilized will be those listed on form AT 505, Apprentice Training Recruitment Notification and Minimum Qualifications, and form AT 508, Selection Standards and Evaluations, on file with the Department.

- D. **Recruitment:** It is agreed that the sponsor will recruit applicants for apprenticeship by (Check One):

- Listing all apprentice openings with the NYS Job Bank (www.newyork.us.jobs/) for a minimum of five full working days before selections are made.
- Limiting recruitment to present employees of the sponsor and/or union members of the union sponsoring the apprenticeship program. Resulting vacancies will be listed with the NYS Job Bank (www.newyork.us.jobs/).
- Recruiting apprentices by methods other than those above. A detailed statement of the recruitment method must be attached and approved by the Commissioner of Labor prior to being used.

On behalf of the sponsor, I certify that it is our intent to fulfill these Equal Opportunity Standards.

Signature of Sponsor: _____

The above signature must be the employer's Chief Executive Officer or the Chair of the Joint Apprenticeship Committee or their authorized representative.

08/04/2021

Date

Mark Cushman

Vice President of Organizational Development

Print Name and Title

Approved by: _____

New York State Department of Labor

Date

Sponsor Name Fermer Precision, Inc.

Sponsor Code _____

No. of Apprentices 3

Trade(s) Machinist (CNC), Sheet Metal Worker

Trade Code(s) 46-518, 15-201

AT 602 (11/20)

