



NYSDOL Use Only: Sponsor No. [] New Program [] Reactivation [] Revision [] Recertification

New York State Registered Apprenticeship Training Program

NYS Department of Labor Apprenticeship Training

Sponsor Information Sheet and Instructions JUN 16 2022

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: Finishing Trades Institute of NY
B. Trade(s): Paperhanger
C. Type of Apprenticeship Training Program (check one): 1. Individual Non-Joint 2. Individual Joint 3. Group Non-Joint* 4. Group Joint (JAC/JATC)*
D. Name of entity completing this form: FTINY
E. Entity completing this form (check one): Individual Employer/Sponsor Union JAC/JATC Association
F. Mailing address: Street: 45-15 36th Street City/Town: Long Island City State: NY Zip Code: 11101
G. Email: H. Phone: (718) 937-7440 I. Fax:
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? 26
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.

[Signature] 6/1/22
 Signature of CEO, Chair, or representative granted legal authority to bind the Entity Date

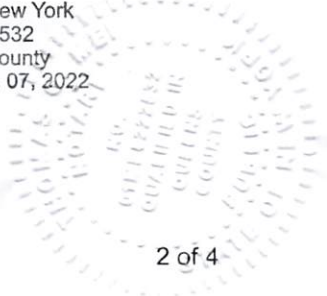
Print name and title: Costas Diamantis, Director of Apprenticeship

Sworn to me this: 1 day of June 2022 *[Signature]*
 Signature of Notary Public or Commissioner of Deeds



NYS Department of Labor
 Apprentice Training
 JUN 16 2022
 Central Office

THOMAS G. MEI
 Notary Public, State of New York
 Reg. No. 01ME6222532
 Qualified in Queens County
 Commission Expires Sept. 07, 2022



JUN 16 2022

New York State

Central Office

Registered Apprenticeship Training Program

NYS Department of Labor
 Apprenticeship Training

Sponsor Information Sheet and Instructions

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 Central Office

Section I

- A. Sponsor name: Finishing Trades Institute of NY
- B. Trade(s): Paperhanger
- 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: Association of Master Painters and Decorators of New York, 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: 370 7th Avenue, Room 418
 City/Town: New York State: NY Zip Code: 10001
- G. Email: [REDACTED] H. Phone: (212) 697-4790 I. Fax: (212) 687-4401
- J. Federal Employer Identification Number (FEIN): [REDACTED]
- K. NYS Unemployment Insurance Employer Registration (ER) Number: [REDACTED]
- L. Is this entity required to report any employee wages under this FEIN to the NYS Department of Tax and Finance? Yes No
- 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? 80
- O. Within the past five (5) years, have you done business under a different name? Yes No
 If 'Yes', provide attachments as noted in the instructions.
- 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? Yes No
 If 'Yes', provide attachments as noted in the instructions.

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? Yes No
- 2. Any indictment or pending indictment for conduct constituting a crime under state or federal law? Yes No
- 3. Any grant of immunity for conduct constituting a crime under state or federal law? Yes No

** 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
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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

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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)).
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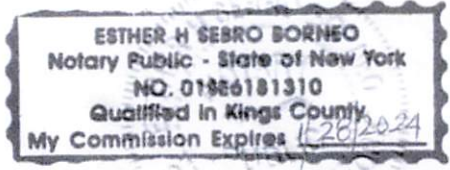
Signature of CEO, Chair, or representative granted legal authority to bind the Entity _____ Date 11/23/2021

Print name and title: Bruce Ruinsky, Executive Director

Sworn to me this: 23rd day of NOVEMBER, 2021 _____
 Signature of Notary Public or Commissioner of Deeds



NYS Department of Labor
Apprentice Training
JUN 16 2022
Central Office





NYS DOL Use Only: Sponsor No. _____
[X] New Program [] Reactivation [] Revision [] Recertification

NYS Department of Labor
Apprentice Training

New York State

Registered Apprenticeship Training Program

JUN 16 2022

Sponsor Information Sheet and Instructions

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A. Sponsor name: Finishing Trades Institute of NY

B. Trade(s): Paperhanger

C. Type of Apprenticeship Training Program (check one):

- 1. [] Individual Non-Joint 2. [] Individual Joint 3. [] Group Non-Joint* 4. [X] 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: District Council 9

E. Entity completing this form (check one):

- [] Individual Employer/Sponsor [X] Union [] JAC/JATC [] Association
[] Employer/Signatory company serving on the JAC/JATC, Board of Directors, or other governing body

F. Mailing address: Street: 45 W 14th Street

City/Town: New York State: NY Zip Code: 10011

G. Email: [redacted] H. Phone: (212) 255-2950 I. Fax: [redacted]

J. Federal Employer Identification Number (FEIN): [redacted]

K. NYS Unemployment Insurance Employer Registration (ER) Number: [redacted]

L. Is this entity required to report any employee wages under this FEIN to the NYS Department of Tax and Finance? [] Yes [X] No

M. Type of Entity (check one and provide attachments as noted in the instructions):

- [] Corporation [] Partnership [] Sole-Proprietor [] LLC [] LLP [X] Other

N. How many years has your organization been in business? 181 yrs

O. Within the past five (5) years, have you done business under a different name? [] Yes [X] No
If 'Yes', provide attachments as noted in the instructions.

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? [X] Yes [] No
If 'Yes', provide attachments as noted in the instructions.

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 Signature of CEO, Chair, or representative granted legal authority to bind the Entity 11/19/2021
Date

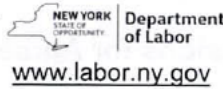
Print name and title: _____

Sworn to me this: 19th day of November 2021 Aurelia Ciocoi
 Signature of Notary Public or Commissioner of Deeds



CIKOI AURELIA
 Notary Public, State of New York
 No. 01C16093409
 Qualified In Nass County
 Commission Expires June 02, 2023

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Apprentice Training Program Registration Agreement

Revision

Nature of Change: New Program

State Use Only	
AT Sponsor No.	
ATP Code	<u>14357</u>
Effective Date of AT Program	

- Name of Sponsor: Finishing Trades Institute of NY
- Mailing Address: 45-15 36th Street Long Island City NY 11101 Queens
(number & street) (city) (state) (zip code) (county)
- Actual Address: 45-15 36th Street Long Island City NY 11101 Queens
(number & street) (city) (state) (zip code) (county)
- Telephone No.: 718-937-7440 Ext. 102 Fax No.: _____
- E-mail Address: _____
- Trade/Occupation: Paperhanger
- No. Employees: 129 No. Apprentices: 9 No. Journeyworkers: 120 8. Ratio: 1:1, 1:3
- DOT Code: 840.381.010 10. Length of Program: 48 months
- Apprentice Probationary Period: 12 months 12. Work process: Standard or Revised
- Minimum Journeyworker Rate: \$ 43 per hour 14. Effective Date of Wages: 5/1/2021

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 type="checkbox"/>	M <input type="checkbox"/>	M <input type="checkbox"/>	M <input type="checkbox"/>	M <input type="checkbox"/>	M <input type="checkbox"/>	M <input type="checkbox"/>	M <input type="checkbox"/>	M <input type="checkbox"/>	M <input type="checkbox"/>
H <input checked="" type="checkbox"/> 1500	H <input checked="" type="checkbox"/> 1500	H <input checked="" type="checkbox"/> 1500	H <input checked="" type="checkbox"/> 1500	H <input type="checkbox"/>	H <input type="checkbox"/>	H <input type="checkbox"/>	H <input type="checkbox"/>	H <input type="checkbox"/>	H <input type="checkbox"/>
40%	50%	60%	80%						

NYS Department of Labor
Apprenticeship Training Office

JUN 13 2022

NYC

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

17. _____
Signature of Official Sponsor Representative

Date

18. Costas Diamantis 11/18/2021
Signature of Union Representative Date

Costas Diamantis, Director

Print Name, Title, and Union Name

Print Name and Title

19. _____
Signature New York State Department of Labor

Date

NYS Department of Labor
Apprentice Training

JUN 16 2022

Central Office

WE ARE YOUR DOL



Sponsor Code 10665 *(pen)*
Trade Code 14357 *(pen)*

Related Instruction Availability

Trade: Paperhanger
Sponsor Name: Finishing Trades Institute of NY
Sponsor Representative: Costas Diamantis
Sponsor Address:
No. & Street: 45-15 36th Street City: Woodside
County: Queens State: NY Zip Code: 11101
Sponsor Telephone No.: 718-937-7440
Proposed Number of Apprentices: 15

AT Office

Name: NYC Apprenticeship UNIT
No. & Street: 9 BOND STREET, 4/F, RM 4570
City: BROOKLYN State: NY Zip Code: 11201
Apprentice Training Representative: [REDACTED] Date Prepared: 6/13/2022

Related instruction is **not** available. Related instruction **is** available at:

School

Name: Finishing Trades Institute of NY
No. & Street: 45-15 36th Street
City: Long Island City State: NY Zip Code: 11101
School Representative Contact Information:
Name: Costas Diamantis
Telephone No.: 718-937-7440 Email: [REDACTED] [NYS Department of Labor Apprenticeship Training Office](#)

School

Name: _____
No. & Street: _____
City: _____ State: _____ Zip Code: _____
School Representative Contact Information:
Name: _____
Telephone No.: _____ Email: _____
JUN 13 2022
NYC
NYC Department of Labor Apprenticeship Training
JUN 16 2022

DLEA

Name: _____
No. & Street: _____
City: _____ State: _____ Zip Code: _____
Signature of DLEA _____ Date Prepared: _____

WE ARE YOUR DOL



www.labor.ny.gov

Sponsor Code: _____

Trade Code: 14357

Apprentice Training Recruitment Notification and Minimum Qualifications

Sponsor: Finishing Trades Institute of NY

Located at: (Address) 45-15 36th Street, LIC, NY 11101

Is presently accepting applications for Apprenticeship Training Positions: List estimated number of openings: 20

In the occupation of: (List Trade) Paperhanger

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, or Equivalent (TASC)

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

Site evaluations and personal statement (information provided during orientation). To be eligible minimum required score on Selection Standard & Evaluation must be 55 of 100.

(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 attend mandatory orientation and drug testing prior to entry and random throughout apprenticeship, at expense of sponsor. Must have proof of HS or equivalent (TASC) at time of indenture.

Other: Must sign affidavit attest to lift and carry material & equipment up to 70lbs. and also may work from ladders, scaffold, lifts, and suspended scaffolds.

Other: Must be able to read, hear, and understand instructions and warnings in English.

NYS Department of Labor
Apprenticeship Training Office

JUN 13 2022

Application forms may be obtained: From: 08/26/2022 To: 09/09/2022

NYC

Name: Finishing Trades Institute of NY

Address: 45-15 36th Street, LIC, NY 11101

Days: Monday - Friday Times: 9:00AM - 3:00PM

Phone: (718) 937-7440 Email: _____

Special Instructions:

Applications must be picked up in person

NYS Department of Labor
Apprentice Training

JUN 16 2022

Central Office

All Applications Must be (please check) Received Postmarked No Later Than: _____



Selection Standards and Evaluations

Name of Candidate	Trade		
Address	City	State	Zip

Only those checked apply.	Maximum Points Allowable	Number of Years Credited	Score
Educational Achievement	Total 20		Total
<input checked="" type="checkbox"/> 2.5 Points for Each Year of Education Past Grade 10 or Equivalent as Recognized by Local Educational Authorities	10		
<input checked="" type="checkbox"/> 2.5 Points for Each Year of Related Technical Education Past Grade ___ or Equivalent as Recognized by Local Educational Authorities	10		
<input type="checkbox"/> ___ Points for Each Trade Related Adult or Continuing Education Course Completed			
<input type="checkbox"/> ___ Other _____			
Work Experience	Total 40		Total
<input checked="" type="checkbox"/> 5 Points for Each Year of Trade Related Work Experience	30		
<input checked="" type="checkbox"/> 1 Points for Each Year of Active Military Experience	5		
<input checked="" type="checkbox"/> 1 Points for Each Year of General Work Experience	5		
<input type="checkbox"/> ___ Other _____			
Seniority	Total		Total
<input type="checkbox"/> ___ Points for Each Year of Employment With The Sponsoring Firm			
<input type="checkbox"/> ___ Other _____			
Job Aptitude	Total		Total
<input type="checkbox"/> ___ SATB (Specific Aptitude Test Battery) # _____ Points for High _____ Medium _____ Low _____			
<input type="checkbox"/> ___ Name of Alternative Aptitude Test _____			
<input type="checkbox"/> ___ Administered by _____			
<input type="checkbox"/> ___ Other _____			
Oral Interview: Not to Exceed 40% of Total Score	Total 40		Total
<input checked="" type="checkbox"/> 5 Ability to Communicate	5		
<input checked="" type="checkbox"/> 14 Willingness to Accept Obligation of Apprenticeship	14		
<input checked="" type="checkbox"/> 5 Ability to Reason and Comprehend	5		
<input checked="" type="checkbox"/> 16 Interest and Motivation	16		
<input type="checkbox"/> ___ Other _____			
<input type="checkbox"/> ___ Other _____			

Total Allowable Points



100 Total Score ->

NYS Department of Labor Apprenticeship Training

Rank _____

JUN 16 2022

Evaluated by _____ (Name) Date _____

Sponsor Name Finishing Trades Institute of New York

Central Office

Sponsor Address 45-15 36th Street, Long Island City, NY 11101

NYS Department of Labor Apprenticeship Training Office

AT 508 (5-16)

JUN 13 2022

JUN 13

NYC

NYC

WE ARE YOUR DOL



Sponsor Code _____

Trade Code(s) 14357

New York State Department of Labor
Apprentice Training Program Affirmative Action Plan

New Program Amended Renewal

To be Administered by (Sponsor's Name): Finishing Trade Institute of NY

Address: 45-15 36th St., L.I.C. State: NY Zip: 11101

Plan is effective: From: 12/1/2021 To: 11/30/2026

**On behalf of the above-named sponsor,
I certify that it is our intent to fulfill this Affirmative Action Plan.**

Signature of Sponsor: [Signature] Date: 11/18/2021

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

Print Name: Costas Diamantis

Title: Director of Apprenticeship & Training

NYS Department of Labor
Apprenticeship Training Office

JUN 13 2022

NYC

Do not write below this line.

Approved by: _____ Date: _____

NYS Department of Labor

Title: _____

NYS Department of Labor
Apprentice Training

JUN 16 2022

Central Office

Part I – Equal Opportunity Standards

- A. Provide a brief description of the nature and extent of the Sponsor's business, the geographic area or jurisdiction where the business is performed, and the county or counties where the sponsor will recruit.

The five boroughs of New York City, Long Island, and Westchester. Painting houses, commercial buildings, outside windows, stairs, an apartment buildings, etc. This work is done on repaint and new construction.

NYS Department of Labor
Apprentice Training

JUN 16 2022

Central Office

- B. **Equal Opportunity Pledge**

The sponsor recognizes that all qualified persons shall have equal opportunity in apprenticeship training, agrees that the commitments contained in the Affirmative Action Plan shall not be used for discriminatory purposes, and agrees to adhere to the following **Equal Opportunity Pledge**:

The recruitment, selection, employment, and training of apprentices during their 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, and 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.

- C. **Affirmative Action Policy Statement***

Attach a statement of the sponsor's affirmative action policy. This statement must be the official policy available for public and internal distribution, be on sponsor letterhead and signed and dated by the Chief Executive Officer or the Chair of the Joint Apprenticeship Committee.

If responsibility for plan implementation has been delegated to other than the individual signing the Affirmative Action Policy Statement, that individual must be named in the Policy Statement.

- D. **Sexual Harassment Policy Statement***

Attach a statement of the sponsor's sexual harassment policy. This statement must be the official policy available for public and internal distribution, be on sponsor letterhead and signed and dated by the Chief Executive Officer or the Chair of the Joint Apprenticeship Committee.

NYS Department of Labor
Apprenticeship Training Office

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* Sponsors needing assistance in developing an Affirmative Action and/or Sexual Harassment Policy Statement should contact the New York Department of Labor's Division of Equal Opportunity Development.

Part II – Labor Force Analysis/Utilization Study

A. The total labor force is 6,360,365 in the following county(counties):

<u>New York</u>	<u>Bronx</u>	<u>King's</u>
<u>Nassau</u>	<u>Richmond</u>	<u>Queens</u>
<u>Suffolk</u>	<u>Westchester</u>	

The labor force includes:*

Minorities

African American	<u>1,127,590</u>	<u>17.73</u> %
Hispanic	<u>1,571,000</u>	<u>24.70</u> %
Other Minorities**	<u>900,325</u>	<u>14.16</u> %
Total Minorities	<u>3,599,175</u>	<u>56.59</u> %
Women	<u>3,677,915</u>	<u>48.39</u> %

B. The total minority and women staffing goals of this program are the percentage of these groups in the labor force in the county (counties) of recruitment.

Goal for Total Minorities: 54 %
 Goal for Women: 69 %

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* Data on labor force is supplied by the New York State Department of Labor Research and Statistics Division, Bureau of Labor Market Information, State Office Bldg. Campus, Bldg. #12, Room 402, Albany, NY 12240, telephone: (518) 457-6657.

** Other Minorities: Native Americans; Alaskan Natives; Pacific Islanders; Asians.

Part III – Current and Projected Staffing and Annual Goals

Title of Trade Paperhanger

A. Current Staffing in the Above Trade

	Total	African American		Hispanic		Other Minority		Women	
		No.	%	No.	%	No.	%	No.	%
Active Journeyworkers									
Registered Apprentices									

B. Projected Number of Apprentice Indentures*

Year	20 <u>22</u>	<u>23</u>	<u>24</u>	<u>25</u>	<u>26</u>	Totals
New Positions						
Vacancies from Turnover**						
Total Indentures						

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C. Annual Goals

Based on the data and projections above, the sponsor's annual goals are to indenture minorities and women in apprentice programs as follows:*

Year	20 <u>22</u>	<u>23</u>	<u>24</u>	<u>25</u>	<u>26</u>	Totals
African American						
Hispanic						
Other Minority						
Women						
Total Indentures						

The sponsor's good faith efforts to meet these annual goals will be evaluated based on whether the sponsor is following the Affirmative Action Plan. The sponsor understands that if the annual goals are not being met, it may be necessary to re-evaluate and change the Affirmative Action Plan in order to increase its effectiveness.

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* Where no apprentice indentures are planned for a particular group or year, enter "0".
** Includes program graduates and non-graduates, (e.g. voluntary quits, dismissals prior to completion).



Part IV – Action Plans and Requirements

A. Outreach and Positive Recruitment Plan

Detail all the specific activities the sponsor will undertake to expand the opportunities for minority and female participation in the apprenticeship program. (Attach additional sheets if necessary.) The extent of outreach and recruitment activities may vary with the size and type of program and its resources. Refer to Equal Employment Opportunity in Apprenticeship Training Regulations Section 600.5 (c) for examples of outreach and positive recruitment.

Outreach and Recruitment Activities:

The Sponsor will notify the Department of Labor sixty days in advance of distribution; applications as to the nature of the apprenticeship, requirements for admission, number of openings, source of applications, etc. for dissemination to Community Service Centers, Community based Organizations and other organizations (i.e., NY Communities for Change, ALIGN, Make the Road, Pathways to Apprenticeship) to disseminate information regarding Apprenticeship Opportunities.

The Sponsor will advertise Apprenticeship opportunities in local newspapers throughout the jurisdiction. *the Chief, Social media on DC9.net - tent 1/4 FB*

The sponsor will regularly review progress toward goals and timetables and will take additional actions to recruit minorities and females as necessary.

Direct Entry Provider(s): (See <https://www.labor.ny.gov/apprenticeship/direct-entry.shtm>.)

- a Rebuild together*
- Pathways 2 Apprenticeship (P2A)*
 - Construction Skills (Edward J Malloy Initiative)
 - Non-Traditional Employment for Women
 - Helmets to Hardhats
 - Opportunities Long Island
 - New York City Housing Authority (NYCHA) –Resident Training Academy
 - Job Corps
- CTE High Schools*

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Part IV – Action Plans and Requirements (continued)

B. Recruitment

It is agreed that the sponsor will recruit applicants for apprenticeship by (Check One):

- 1. Requesting the NYS Department of Labor's approval to conduct an area-wide public recruitment in accordance with the Department Regulations on Equal Employment Opportunity in Apprenticeship Training (Part 600).

An area-wide public recruitment will publicize the following information:

 - a. Estimated number of apprentice job openings to be filled.
 - b. Eligibility requirements.
 - c. Where and when applications may be obtained.
 - d. When applications are to be submitted.
 - e. Affirmative Action policy of the sponsor.
- 2. Listing all apprentice openings including minimum qualifications and selection standards with the NYS Job Bank (www.newyork.us.jobs/) for a minimum of five full working days before any selections are made.
- 3. Limiting recruitment to present employees of the sponsor and/or present members of the union sponsoring the apprenticeship program. Employees must have been hired and/or union members have been admitted without discrimination based on race, creed, color, religion, national origin, age, sex, disability, veteran status, marital status or arrest record. Sponsors are encouraged to list all resulting vacancies with the NYS Job Bank (<https://newyork.usnlx.com>).
- 4. Recruiting apprentices by methods other than those in B 1, 2, or 3 above. A detailed statement of the recruitment method to be used **must be attached** to be **submitted to the Commissioner of Labor** for review and approval prior to being used.*

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C. Methods for Selection of Apprentices

Selection of apprentices will be made under **one** of the following **four** methods. (Check One):

- 1. Selection on basis of rank from a candidate list (only available for area-wide public recruitments). Composed of those eligible applicants who meet the minimum qualifications and complete the selection process.
 - a. When this method is used; (1) the qualifications of each eligible applicant will be evaluated and scored on each of the selection standards used; (2) the scores will be added to obtain a total score for each applicant; (3) each applicant who completes the evaluation process will be placed on a list of candidates for apprenticeship in order of rank based on the total score. Seniority of employment and/or seniority of union membership may be one of the selection standards.
 - b. The list of candidates will remain valid for a minimum period of two years, or until the list is exhausted.
 - c. At least 10 days prior to the time when each eligible applicant is first required to demonstrate his/her qualifications, each eligible applicant will be notified in writing of the qualifications on which he/she will be evaluated, the time and place for submitting evidence of qualifications, and the time and place for testing and/or interview.

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* A sponsor using this method of recruitment should contact their Apprentice Training Representative for technical assistance.

Part IV – Action Plans and Requirements (continued)

C. Methods for Selection of Apprentices (continued)

- 2. Selection on basis of rank from a candidate list (available for non area-wide public recruitments). Composed of those eligible applicants who meet the minimum qualifications and complete the selection process.
 - a. When this method is used, the applicants will be evaluated and ranked on the basis of predetermined minimum qualifications and selection standards. These qualifications and standards are to be included in all notices regarding apprentice openings.
 - b. The list of candidates will remain valid for a minimum period of two months or until the list is exhausted, unless otherwise specified by the collective bargaining agreement.*

- 3. Selection on a random basis. From a candidate list composed of applicants who meet the minimum qualifications and complete the selection process.
 - a. The method of random selection shall be subject to approval by the Commissioner of Labor.
 - b. Supervision of the random selection process shall be by an impartial person or persons, selected by the sponsor, not associated with the administration of the apprenticeship program.
 - c. The expected time and place of the selection shall be indicated in the recruitment notice.
 - d. The place of the selection shall be open for all applicants and the public.
 - e. The names of candidates drawn by this method shall be placed on a list of candidates for apprenticeship in the order drawn.
 - f. The list of candidates will remain valid for a minimum period of two (2) years, or until it is exhausted.

- 4. Alternative selection methods.**

If apprentices are to be selected by other methods than in C 1, 2 or 3 above, a detailed statement of the selection method to be used **must be attached** and **submitted to the Commissioner of Labor** for review and approval prior to being used.

D. Minimum Selection Standards and Evaluation.

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/or on Form AT 508, Selection Standards and Evaluations, attached.

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* Sponsors are advised to keep all applications for a **minimum of one year**.

** A sponsor using this method of selection should contact their Apprentice Training Representative for technical assistance.

Part IV – Action Plans and Requirements (continued)

E. Notification and Appointment of Candidates for Apprenticeship.

It is agreed that whether selection is made from a certified list established by rank, random selection, list of current employees or union members, or alternative methods, the following notification procedure will prevail:

1. Each candidate who met the requirements for admission to the eligibility pool shall be notified in writing. This notification shall include a copy of the Complaint Procedure, Part 600.12.
2. Each candidate who did not meet the requirements for admission to the eligibility pool shall be notified in writing of the reasons for rejection and of the requirements for admission to the eligibility pool. This notification shall include a copy of the Complaint Procedure, Part 600.12.
3. Each qualified candidate selected for appointment shall be notified in writing at least 10 days prior to the commencement of the apprenticeship term. Such notification shall be sent by certified mail, return receipt requested.
4. After the commencement of the term of an apprenticeship program, the program sponsors may appoint available additional or replacement apprentices from the list in the order of their ranking thereon. Notice of such appointment will be in writing and shall be sent by certified mail return receipt requested. No candidate on the list may be deleted from the list because of unavailability unless the candidate's unavailability extends seven days after delivery of notice.

Part V – Discrimination Complaint Procedure

It is agreed that complaints will be filed in accordance with Part 600.12, Complaint Procedures, as defined under Equal Employment Opportunity in Apprenticeship Training Regulations.

Part VI – Distribution

Send the original Affirmative Action Plan to your Apprentice Training Representative.

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